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#28
correspondence
received

Petrina Smith
Rt. 796, RD2, Box 92
Cochranville, PA 19330
(215) 869-3558

January 9, 1989

Juanita K. Hunter
New York State Nurses' Association
2113 Western Avenue
Guilderland, N.Y. 12084

Dear Juanita;

As you may know, I recently left the position of Executive Director of the Delaware Nurses' Association. I appreciated the opportunity to become more closely involved in nursing issues and was very happy to meet nurses, like yourself, who are concerned about the future of the profession and doing something about it. I will not forget the delicious dinner you and your husband had with us in Kentucky.

I also wanted to tell you that I am now available to work, as a consultant, on short term projects such as program planning, grant writing, feasibility studies, and problem solving. I will also take temporary administrative assignments while permanent personnel are sought.

You may be aware of an occasional need for my services, either within your organization, or among your colleagues. A listing of several of my previous projects follows and my resume is included for your information.

Previous projects include:

- Strategic and long range planning, community health center
- Design of hospital and freestanding ambulatory care clinics
- Planning of a Community Hospital Oncology Program

I've also had extensive grant writing experience including successful funding of projects such as community health centers, patient transportation systems, United Way funding, capital projects, clinical research and diabetes education programs.

I will be happy to discuss possible projects with you, or ways in which my participation may be helpful. If you become aware of others who might benefit from my assistance, I will appreciate your mention of my availability. I look forward to the opportunity to provide service to you and hope we will have the opportunity to meet again.

Sincerely,

Petrina

Petrina M. Smith, RN, MBA

RESUME

PETRINA M. (DISABELLA) SMITH
Rt. 796, RD 2, Box 92
Cochranville, PA 19330
(215) 869-3558

EXPERIENCES

Planning

Participated in certificates of need preparations as planning staff for 500 bed hospital; facilities purchase and renovations (\$42 million and \$300,000 projects); strategic and long range planning (both hospital and free standing ambulatory clinic); program planning (hospital oncology program and freestanding ambulatory care clinic among others).

Administration

Administered \$1.2 million Community Health Center with 37 employees; \$123,000 Community Hospital Oncology Program planning grant; \$700,000 clinical research foundation; professional nursing association.

Fundraising

Achieved awards of close to \$10 million funding from federal and state governments, private foundations, trusts and industry.

Research

Acted as research assistant on a number of clinical studies; co-author of several published papers; feasibility studies (oncology unit).

Communications

Published newsletters for two organizations; author of chapter for Quality Assurance manual; presented papers before national organizations.

Nursing

Provided nine years medical-surgical and occupational nursing care.

EDUCATION

1976 M.B.A. Wharton Graduate School, University of Pennsylvania, major in Health Care Administration.
1974 B.B.A., Temple University, major in Economics, magna cum laude.
1963 R.N., Hazleton State Hospital School of Nursing, Hazleton, PA, scholastic achievement award.

EMPLOYERS

Donald Guthrie Foundation for Medical Research, Sayre, PA
St. Luke's Hospital of Bethlehem, PA
Lehigh Valley Hospital Center, Allentown, PA
ChesPenn Health Services, Chester, PA
Delaware Nurses' Association, Newark, DE

#28
correspondence
received



BOOTH MEMORIAL MEDICAL CENTER

A voluntary, non-profit 467-bed Medical Center
Main Street & Booth Memorial Ave. Flushing, New York 11355 • (718) 670-1231

September 7, 1989

JUANITA HUNTER, R.N.
PRESIDENT
NYS NURSE ASSOCIATION
2113 WESTERN AVENUE
GUILDERLAND, NY 12084

Dear JUANITA HUNTER:

The month of May was an exciting one for New York State nurses with the introduction of the Nurse of Distinction Awards and Conference by the New York State Legislature on May 9th and 10th.

I was extremely honored to be named the first Nurse of Distinction and felt, then and now, that the award should serve as a foundation for a project that could make some special contribution to health care or nursing. In my acceptance speech I suggested that the New York State Legislature not only recognize nurses' contributions through this award but utilize us in some meaningful way to make important changes in the health care system.

Since then, I have written to the Governor and to Senator Lombardi reiterating that we would be following through. I have also been successful in obtaining funding for a September meeting with the seven regional Nurses of Distinction to look more closely at what we might do.

The other nurses and I are all very enthusiastic about the possibility of utilizing our network in a special way and "You'll be hearing from us further"!

Sincerely,

Elizabeth A. Ayello
Elizabeth A. Ayello, M.S., R.N.
Clinical Nurse Specialist
New York State Nurse of Distinction

EAA:ibm
enclosure: acceptance speech

Booth Memorial Medical Center is affiliated with
New York University Medical Center.

ELIZABETH A. AYELLO MS, RN
Booth Memorial Medical Center
56-45 Main Street
Flushing, NY 11355
(718) 670-1222

NEW YORK STATE LEGISLATURE NURSE OF DISTINCTION ACCEPTANCE SPEECH Albany, New York May 10, 1989

Thank you very much.

Governor Cuomo, Senator Lombardi, Distinguished Members of the Legislature, Distinguished Guests, Friends, and My Colleagues—all of whom are NURSES OF DISTINCTION!

It is with great pride that I speak to you today as the FIRST recipient of the NEW YORK STATE LEGISLATURE NURSE OF DISTINCTION AWARD. As a nurse who has dedicated most of her career to clinical practice, I am delighted that nurses are being recognized for their unique contributions to health care.

New Yorkers have come to expect high quality health care. However, we tend to take for granted, scientific advances that have dramatically altered the course of human life; for example, the early diagnosis and treatment of breast cancer in less radical ways, the successful management of pregnancies complicated by high risk conditions, and the maintenance of the nutritional status of persons unable to eat, through the use of high tech feeding therapies. These tremendous accomplishments, to name only a few, are a result of an imaginative team effort in which nurses play a leadership role. Nurses are, in fact, the "Synthesizers" of patient care. We bring together all the elements which are necessary for the management of people in need of health care. As the largest group of health care professionals, we practice in the widest variety of settings and in greatly diverse roles. All we have to do is look around this room to find evidence of the distinguished contributions nurses make in every facet of life and health.

The American Nurses' Association slogan for 1989 is "NURSES CHANGE LIVES" and we DO in many ways. Some promote the maintenance of wellness, through health teaching. Others provide expert clinical care. Still others, through education, prepare nursing students to join our ranks. In my own practice, I have been able to make a positive impact on people who have experienced changes in their body image due to disfiguring surgery. As the founder of a support group for parents of children with Down Syndrome, I have been able to assist families in learning to cope with the needs of a child with a developmental disability. And after 18 years of being a nurse, I still believe that I made the right choice.

Every nurse today has compassion and concern for people from life's beginning until its end. However, it is increasingly difficult to practice as we would like to, in the present health care climate. Because, as you know, the health care system itself, is acutely ill and in need of intensive care. Just complying with the numerous regulations, while delivering quality care in a humanistic way is an enormous challenge. In addition, the nurse must provide this care in a cost effective manner, within a system that is heavily restricted financially. Someone must decide what our priorities should be, and make the necessary changes in the New York State health care system. And I believe that you and I, as nurses, must play a leadership role in making these decisive changes.

Today more than 300 institutional nominees, and 8 regional winners have been chosen to represent the excellence of New York State Nurses. I therefore, propose that the New York State Legislature not only recognize nurses' contributions through this award, but utilize us in an on-going way, so together we can make the necessary changes in the health care system which would enable us all to enter the 1990s with a healthier health care system.

I look forward to doing my part to make this a reality! I will be calling Senator Lombardi and Governor Cuomo, to discuss what we can do, and I will be in touch with my fellow nurses of distinction after I have done so. **YOU'LL BE HEARING FROM ME!**

#28
correspondence
received

An Investment in Health Care

NYSNA CONVENTION '89
OCTOBER 27-30 • ALBANY CONVENTION CENTER
ALBANY, NEW YORK

July 18, 1989

Juanita K. Hunter, EdD, RN
127 Shirley Avenue
Buffalo, New York 14215

Dear Dr. Hunter:

Enclosed is a copy of my letter responding to nurses who have written to ask that NYSNA sponsor mandatory third party reimbursement specifically for clinical specialists in psychiatric/mental health nursing. I thought this information might be helpful when you answer the letters you received.

Sincerely,

Joy
E. Joyce Gould, MSN, RN
Director
Legislative Program

EJG/gad
Enclosure

#28
correspondence
received

JUN 19 1989

MARGHERITE C. MATTEIS, PH.D., C.S., R.N.
280 Pinebrook Boulevard
New Rochelle, New York 10804
914-632-2170

June 16, 1989

Juanita Hunter, Ed.D., R.N.
President
NYSNA
2113 Western Ave.
Guilderland, NY 12084

Dear Dr. Hunter;

I am a member of the Network of New York Clinical Specialists in Psychiatric/Mental Health Nursing. I strongly support the Network's position in amending "the New York State Insurance Law, Sections 3221(4) and 4303 to provide equality of coverage for psychiatric or psychological services and treatment performed by registered professional nurses within the lawful scope of their practice". This would mandate third party reimbursement for ANA Certified Clinical Specialists in Psychiatric-Mental Health Nursing.

As you know, ANA Certified Clinical Specialists in Psychiatric-Mental Health Nursing are integral members of the mental health field and should be treated as such. This change in the insurance law would not have any effect on the Nurse Practice Act. The passage of the bill to change the insurance law is vital to the economic livelihood of ANA Certified Clinical Specialists in Psychiatric-Mental Health Nursing who practice privately. It is important that the health care consumer have freedom of choice in mental health services, including those provided by ANA Certified Clinical Specialists in Psychiatric-Mental Health Nursing. Passage of this bill is vital to raising the public's image of psychiatric-mental health nursing.

Network members, including myself, strongly believe in solidarity in nursing. I am in support of the comprehensive bill providing third-party reimbursement for all nurses and will help to get this actualized. However, due to the very negative economic impact of lack of mandatory reimbursement, we need to take all possible opportunities to attain mandatory third-party reimbursement.

I strongly believe your support of this amendment to the New York State Insurance Law would be instrumental to its

passage. Thank you for your time and attention.

Sincerely,

Margherite Matteis
Margherite Matteis, Ph.D., R.N., C.S.
Member, Network of New York Clinical
Specialists in Psychiatric/Mental
Health Nursing

CC: Madelaine Nagle, Ph.D., R.N.
Joyce E. Gould, R.N.

#28
correspondence
received

JKH
MARGHERITE C. MATTEIS, PH.D., C.S., R.N.
280 Pinebrook Boulevard
New Rochelle, New York 10804
914-632-2170

June 16, 1989

Juanita Hunter, Ed.D., R.N.
President
NYSNA
2113 Western Ave.
Guilderland, NY 12084

Dear Dr. Hunter;

I am a member of the Network of New York Clinical Specialists in Psychiatric/Mental Health Nursing. Recently, I was informed that under the new NYSNA health benefits package, nurses will be able to choose the health insurance option of CIGNA. It is my knowledge that CIGNA does not reimburse for services rendered by a clinical specialist in psychiatric/mental health nursing. However, there is mandatory third-party reimbursement for clinical specialists in psychiatric/mental health nursing in the state of Connecticut which is the location of the headquarters of CIGNA. Thus, I think NYSNA could work on revising this policy (If NYSNA has not done so already).

I think it is vital to our profession that we offer NYSNA nurses health insurance policies that cover the services of our profession. I would appreciate your response to my request for clarification. Thank you.

Sincerely,

Margherite Matteis

Margherite Matteis, Ph.D., R.N., C.S.
Member, Network of New York Clinical
Specialists in Psychiatric/Mental
Health Nursing

CC: Martha Orr
Madelaine Naegle

JKH
JUN 19 1989

RUTH L. RABINER, R.N., C.S., M.A.
145 COUNTRY RIDGE DRIVE
RYE BROOK, NEW YORK 10573
(914) 939-5945

June 14, 1989

Juanita Hunter, Ed.D., R.N.
President
New York State Nurses Association
2113 Western Avenue
Guilderland, New York 12084

Dear Ms. Hunter:

I am a Clinical Specialist in Psychiatric/Adult Mental Health Nursing and have been certified by the American Nurses Association since 1981. At about that time I completed a fellowship training program in psychoanalytic psychotherapy and began a private practice.

In the beginning my fee was paid exclusively by the client. In 1985, when Governor Cuomo signed the third party reimbursement bill for nurses into law I began my campaign of educating my clients and their employers about the availability of insurance coverage. My files are full of letters to employers, insurance companies and Karen Ballard, M.A., R.N., Director of Nursing Practice and Services of the New York State Nurses Association whose most helpful advice and intervention on many occasions I could not have done without. For the most part the struggle has paid off. On one occasion an employer agreed to have insurance reimburse my client even though it was a privately funded plan, citing my education, qualifications and experience as a qualified mental health professional.

At this time Dr. Hunter, I am tired. I am tired of writing letters, tired of feeling like a second class professional and tired of explaining to my clients what they have to do in order to receive reimbursement. Therefore, although I strongly support the efforts of the New York State Nurses Association to achieve reimbursement for all nurses, I feel that I want to support as strongly as I can the Network of New York Clinical Specialists in Psychiatric/Mental Health Nursing, who will be directing their efforts at obtaining third party reimbursement on a mandatory basis for Certified Clinical Specialist in Psychiatric/Mental Health Nursing.

I believe that it will probably take the New York State Nurses Association much more time to achieve the goal of mandatory third party reimbursement for all nurses, than it will take the Network to achieve this for our specialized group. Insurance reimbursement is vital for the continuation of my practice. Just yesterday I had to refer a client away because her policy for outpatient psychotherapy only covered treatment by a psychiatrist or psychologist. This hurts me and my colleagues professionally as well as financially.

I will continue to support the efforts of the New York State Nurses Association to which I have belonged for the past thirty five years.

Sincerely,

Ruth Rabiner
Ruth Rabiner

cc: Madelaine Naegle, Ph.D., President Elect, NYSNA
E. Joyce Gould, R.N., Legislative Director, NYSNA

#28
correspondence
received

JUN 19 1989

JCH

JUN 19 1989
cc JCH /
MAN

197-07 Dunton Avenue
Holliswood, New York 11423

June 12, 1989

Juanita Hunter, Ed.D., R.N.,
President
New York State Nurses Assoc.
2113 Western Avenue
Guilderland, New York 12084

Dear Dr. Hunter:

I am a Clinical Specialist in Mental Health Psychiatric Nursing and am currently in the process of establishing a private practice in child therapy. I would like to ask for your aggressive and sustained support for the legislative bill proposed by the Network of Clinical Specialists in Psychiatric/Mental Health Nursing seeking mandatory third-party reimbursement for nurse-psychotherapists as well as the NYSNA-sponsored bill advocating for reimbursement for all nurses. As a nurse-psychotherapist, it is crucial for my livelihood that I be able to accept patients with any insurance carrier. I am a highly trained and skilled practitioner, and yet my credentials and expertise are not recognized by certain major insurance companies. This represents a serious economic injustice to me and other nurse therapists, the vast majority of whom are women and also compromises the freedom of choice for our clients.

I strongly appeal to you to recognize the urgency of our need to enact legislation that will enable us as Clinical Specialists to practice and use our skills to provide needed services by establishing a viable economic situation in which to function. I ask you to actively support both bills for as long as it takes to achieve our goals for all nurses.

Sincerely,

Peggy Lyons

PEGGY E. Lyons, M.S., R.N., C.S.

PL:dml

cc: Madelaine Naegle, Ph.D., R.N.,
President-Elect
New York State Nurses Assoc.
2113 Western Avenue
Guilderland, New York 12084

E. Joyce Gould, R.N.,
Legislative Director
New York State Nurses Assoc.
2113 Western Avenue
Guilderland, New York 12084

dr. mary ann feldstein
child & family therapist
174 east 74th street
new york, n.y. 10021
(212) 879-0753

President Juanita Hunter, Ed.D., R.N.
NYSNA
2113 Western Avenue
Guilderland, N.Y. 12084

Dear President Hunter:

I need to strongly encourage NYSNA of which I am a member to adopt the Network of New York Clinical Specialists in Psychiatric /Mental Health Nursing's bill. The present New York State Insurance Law directly threatens our livelihood and therefore our existence. Equality of coverage for psychiatric or psychological services and treatment performed by registered professional nurses within the scope of their practice should be mandated as it is in many other states.

People in important positions in the State Department of Health are not only uninformed but are quite cavalier in their attitude toward nurse - psychotherapists. I have written to the Governor asking him to urge our state legislators to amend the present Insurance Law.

I urge you to push for legislation to provide mandatory coverage for us.

Sincerely,

Mary Ann Feldstein
Mary Ann Feldstein, Ed.D., R.N., C.S.

cc. Dr. Madelaine Naegle
Joyce Gould, R.N.
Susan R. Cohen, Ph.D., R.N., C.S.

#28
correspondence
received

JUL 3 1989

IDA JEAN SCHROY, M.S., R.N., C.S.
PSYCHOTHERAPIST
Lic. # 109733
Certification # 011052
(516) 757-0455

June 19, 1989

President Juanita Hunter, Ed.D., R.N.
New York State Nurses Association
2113 Western Avenue
Guilderland, NY 12084

Dear Dr. Hunter,

I am an NYSNA member for over 20 years and a nurse for over 40 years. I have been an ANA certified Clinical Nurse Specialist for Psychiatric/Mental Health Nursing for the past 7 years. It is essential to my livelihood as a psychotherapist that the bill which the Network of New York Clinical Specialists in Psychiatric/Mental Health Nursing is supporting be passed. As a member of the NYSNA, I am supporting their bill for all nurses, but from a letter received by one of our members from the Office of the Governor, it seems unlikely that bill will pass this session.

We as nurse psychotherapists are being discriminated against! We have more experience and more education than many of our colleagues from social work and yet are not being recognized by many insurance companies. Please do all you can to support us.

Sincerely,

Ida Jean Schroy
Ida Jean Schroy,
R.N., M.S., C.S.

cc: Pres. Elect Madelaine Naegle, Ph.D., R.N.
Legislative Director E. Joyce Gould, R.N.

IDA JEAN SCHROY
136 Eatons Neck Road
Northport NY 11768

JUN 23 1989

Adelphi

UNIVERSITY GARDEN CITY LONG ISLAND NEW YORK 11530

MARION A. BUCKLEY SCHOOL OF NURSING
OFFICE OF THE DEAN

BOX 516
(516) 663-1002

June 20, 1989

Dr. Juanita Hunter, President
New York State Nurses' Association
2113 Western Avenue
Guilderland, New York 12084

Dear Dr. Hunter:

Sen. Lloyd Bentsen recently called nurses, "the front line of America's health care system". He went on to say that "the most direct way for Congress to learn about the state of one health care system is from the nursing community".

It is encouraging to see legislators recognize the nursing community as an important force and source of information. In this spirit I'm voicing my sense of urgency about the passage of the specific network bill. The bill would require mandatory third party reimbursement, rather than the current system in which individual insurance plans maintain discriminatory compensation policies. The specific network bill is particularly important to clinical nurse specialists in psychiatric/mental health nursing.

I hope you will use your influence to see that this NYSNA sponsored bill is enacted.

Sincerely,

Jacqueline Rose Hott
Jacqueline Rose Hott, RN, CS, PhD, FAAN
Dean and Professor

cc: Madelaine Naegle, NYSNA
E. Joyce Gould, NYSNA
Susan R. Cohen,
Network of New York Clinical
Specialists in Psychiatric/Mental
Health Nursing

JRH:bk

#28
correspondence
received

JUN - 8 1989

LYN SULLIVAN, R.N., M.S., C.S.
100 LINDEN OAKS
ROCHESTER, NEW YORK 14625
(716) 586-1810

June 6, 1989

Juanita Hunter, Ed.D., R.N.
President
New York State Nurses Association
2113 Western Avenue
Guilderland, New York 12084

Dear Ms. Hunter:

Enclosed please find copy of my letter to E. Joyce Gould.

I am working toward reimbursement of Clinical Specialists in psychiatric nursing as my most urgent need and concern, and also support NYSNA's sponsored bill.

Thank you all for your work and support.

Sincerely yours,


Lyn Sullivan, R.N., M.S., C.S.

LYN SULLIVAN, R.N., M.S., C.S.
100 LINDEN OAKS
ROCHESTER, NEW YORK 14625
(716) 586-1810

June 6, 1989

E. Joyce Gould, R.N.
Director, Legislative Program
New York State Nurses Association
2113 Western Avenue
Guilderland, New York 12084

Dear Ms. Gould:

I am writing to convey my agreement with and support of the New York State Clinical Specialist agenda to support the NYSNA comprehensive bill for reimbursement of all nurses, but the urgency to put through a bill that would reimburse psychiatric clinical specialists, commensurate with other providers of psychiatric care and psychotherapy.

I am a Clinical Specialist in psychiatric nursing with a small private practice that continues to cost me money rather than yield a profit. It is certainly much more urgent for me to obtain reimbursement commensurate with other psychiatric practitioners. My experience and education have prepared me to render commensurate, and in some ways better, treatment for the psychiatric population and those in need of psychological counseling, given my expertise in both medical and psychological aspects of treatment, than other reimbursable specialties. The lack of reimbursement both limits referrals, and causes transfers from my care to other providers. I also want to be reimbursed in commensurate ways to those practicing similar treatments in my specialty and practice.

I feel the specificity and commensurate practice and preparation make the psychiatric Clinical Specialist very appropriate for reimbursement, given our practice, and our cost effectiveness. I believe we can get the attention and support of legislators in this regard, and will put my efforts toward this goal.

I strongly support reimbursement across the board for nurses and am willing to help, so please send me the appropriate information so that I can also work toward this goal with you.

Thanks for your work for all of us.

Sincerely yours,

Lyn Sullivan, R.N., M.S., C.S.

#28
correspondence
received

HB:cae
American Nurses' Association, Inc.

Minority Fellowship Program



Hattie Bessent, Ed.D., R.N.
Deputy Executive Director

January 16, 1990

Juanita Hunter, Ed.D., R.N.
Assistant Professor, School of Nursing
State University of New York @ Buffalo
3435 Main Street
Buffalo, NY 14214

Dear Dr. Hunter:

The American Nurse's Association will hold its 57th convention in Boston, Massachusetts, June 15-20, 1990. At this meeting, the Minority Fellowship Programs and the Cabinet on Human Rights will honor select outstanding women of color. This occasion will provide us with the opportunity to recognize and honor several women for their outstanding contributions to nursing, science, medicine, humanities and law.

You have been selected as a recipient of this honor. It would be our pleasure to host your visit to Boston, Massachusetts to receive your award. Hotel accommodations for one night, and per diem of \$30.00 will be available to you. If you would like, I can make your hotel reservations but I am assuming you will be attending the ANA convention.

The Public Women's Award will be held on Tuesday, June 19, 1990 from 7:00 p.m. until 9:00 p.m.

Please convey your willingness to attend our banquet ceremony by responding to the address below. If you respond in the affirmative, and I hope that you will, please send a copy of your curriculum vitae to the address below by February 25, 1990.

American Nurses' Association, Inc.
Minority Fellowship Programs
1030 15th Street, N.W., Suite 908
Washington, D.C. 20005

Sincerely,

Hattie Bessent

Hattie Bessent, Ed.D., R.N.
Deputy Executive Director
Ethnic/Racial Minority Fellowship Programs

1030 15th Street N.W. Suite 716 Washington, D.C. 20005

NEW YORK STATE NURSES FOR POLITICAL ACTION
314 WEST 53rd STREET NEW YORK, NEW YORK 10019



September 15, 1989

Juanita Hunter, President
New York State Nurses Association
2113 Western Avenue
Guilderland, NY 12084

Dear Juanita:

As a follow up to our phone conversations, I am writing to reiterate my appreciation for your invitation to speak with District Presidents. I hope that adequate time for planning will make it possible for us to be present at the January meeting. As we discussed, January might actually help district members better understand the relationship between political involvement and lobbying.

Because the Legislature will be in session, NYSNA members should already be working with their state representatives. As NYS-NPA gathers information about the 1990 elections, we can discuss the importance of sharing information about candidates and working on candidate's campaigns. We can look at how these activities can benefit NYSNA's legislative program.

Though your tenure as President ends soon, I hope you can continue to be involved in the on-going dialogue between the two organizations we represent. Your initial efforts to spearhead the process has gained the respect and appreciation of our Board.

With best wishes,

Judy
Judith K. Leavitt
Chair

JKL/ja

#28
correspondence
received

SEP 21 1989

ANNA M. SABIA, R.N.
CLINICAL NURSE ONCOLOGIST
P. O. BOX 637
SCHROON LAKE, NY 12870
(518) 532-9494

September 20, 1989

Juanita Hunter, EdD, RN
President
New York State Nurses Association
2113 Western Avenue
Guilderland, NY 12084

Dear Ms. Hunter:

I was most impressed by your column, "From the President", in this September's issue of Report. The problems you have identified form two basic categories: the irrelevance of NYSNA to nurses in general and more specifically, to its membership; and the "inbreeding" of the organization. The implications of what you so candidly identified require examination. For NYSNA to attempt to formulate valid approaches, more courage and candor are needed. Then, perhaps, your forthright declaration of the problems will be a prelude to their solution.

Several observations regarding NYSNA's irrelevance seem inescapable. That there are only 30,000 members is an indictment of the organization in a state where there are approximately 10 times that number of licensees. When one realizes that for many of these 30,000, membership is involuntary, a mandatory function of unionism, the appeal of the organization to those who can exercise free choice can be seen in its true perspective. Few nurses voluntarily join. How can we account for this?

NYSNA alienates many of the members of the profession for whom it ostensibly speaks. NYSNA has been outspoken in denigrating associate degrees and by extension, nurses licensed on the basis of such degrees. Despite talk of grandfathering, AD nurses are becoming second-class members of their own organization; already they have suffered a loss of rights. Yet I believe such nurses are the most numerous in the state. At the least, they form a sizable body. Should such nurses join NYSNA? Should they support NYSNA's position? I cannot imagine why.

NYSNA expends time and money trying to erode the legitimate distinctions between the practice of nursing and the practice of medicine. First in regard to Nurse Practitioners, and now in regard to Nurse Midwives, NYSNA has promoted, and is promoting, the diagnosis and treatment of human illnesses and prescriptive privileges for nurses. While this will never be of benefit to the vast majority of members and potential members, it does do such nurses considerable harm.

It focuses NYSNA's interest, attention and money where it will least benefit most nurses. At the least, this is

NEW YORK STATE NURSES ASSOCIATION

Memorandum 9/22

To: JKH

From: MLD

For your response.

*answered
10/16*

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Juanita Hunter
September 20, 1989
p. 2.

wrongheaded. Leaving aside the few issues which require positions which may not be compromised, in all other instances, NYSNA ought to be governed by the basic principal of utilitarianism: the greatest good for the greatest number. Utility is a real benefit in the real world.

However, NYSNA has become a parochial organization, seeking to amend the nurse practice act in the interest of fewer than 300 nurse-midwives state-wide. They constitute less than 1/10 of 1% of New York's licensees and only 1% of NYSNA's membership. When nurse practitioners had no status in New York, many who called themselves nurse practitioners appeared to be establishing practices which were beyond the scope of licensure. However, I do not recall NYSNA ever urging discipline for this.

In each of the examples above, the resources of NYSNA have been devoted to questionable efforts. (I do not impugn nurse mid-wives or nurse-practitioners. Many perform necessary services for those who might otherwise be without such services. I am speaking only of the irresponsibility of the organization.)

This leads by a natural path to the second issue you identified, "inbreeding". Most of the 5,000 whom you identified as participating in NYSNA are either administrators or educators. This creates a peculiar situation. Administration and education are support functions. They exist to support the essential and defining aspect of nursing, clinical care. Any rational schematic diagram of the profession would show administration and education subordinate to clinical practice; in NYSNA's schematic, administration and education define and control clinical practice. In NYSNA, the natural order is reversed; the tail wags the dog.

One result of this inversion is that NYSNA has not interfaced well with the real world. Too many of the meetings I have attended have amounted to a group of nurses sitting in a room agreeing with themselves. This has resulted in NYSNA being ineffective.

I understand how and why nurse educators identify BSN entry with professionalism. When a roomful of such educators discusses the issue, what would lead them to question what they each believe is self-evident truth? And since few of NYSNA's active members are AD nurses with the interest and ability to speak against the tautological arguments of the educators, what correctives are available? This only intensifies NYSNA's irrelevance and inbreeding.

Juanita Hunter
September 20, 1989
p. 3.

The lack of appeal of the organization to the profession is one thing. NYSNA's legislative ineffectiveness is another. Not one of the legislators or legislative staff members to whom I have spoken has been favorable to BSN entry. In the face of almost continuous news coverage of the current nursing shortage, it is difficult to make a serious case for BSN entry. In light of the failure rate of BSN prepared nurses on the licensing exam, it is questionable if BSN entry is more desirable. (I note that NYSNA has not questioned the competence of the exam despite the better results of AD prepared nurses.)

It is always easy to compose a litany of dis-satisfaction. Having done so, let me also offer some constructive advice. NYSNA should pursue an inclusionary policy, one which generates a desire on the part of all nurses to belong. Different categories of nurses, as different individuals, have contributions to make. If nothing else, NYSNA needs the strength of numbers that AD nurses can offer. Lacking the money and political influence that come with increased membership, NYSNA will continue with business as usual.

NYSNA should adopt positions which strengthen the unity of the profession. After all, nurses, no matter what their education, specialization, or lack of either, have more in common professionally with other nurses than with non-nurses. Therefore, it should be possible to find common ground. The differences between a PhD nurse educator and an AD nurse clinician are profound; nonetheless, the PhD is not an MD or anything but a nurse, just as the AD is not an aide with more extensive training.

NYSNA should support nurse practitioners to the extent that they are nurses. To the extent that they are practitioners, NPs should be left to fend for themselves. Similarly, nurse mid-wives should be supported as nurses; when defined as midwives, their needs should be addressed by other organizations. After all, a nurse who is also a gardener ought not to look to NYSNA for gardening support.

NYSNA should adopt measures which ensure that nurse clinicians have the major voice in determining policy. This is not to denigrate educators and administrators; the need for their input will be great. It is merely to recognize that the defining element of nursing is patient care.

Finally, NYSNA should make use of the best talents it can find for each job that needs doing. This may not always be a

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person holding a nursing license. Insistence on the criterion of licensure may contribute to the ineffectiveness with which NYSNA has often been associated. Certainly licensure is a valid requirement for certain positions, but the universal requirement should be effectiveness.

Again, my sincere admiration for your candor and courage. If we can look at our problems squarely, we can solve them and grow as an organization. I look forward to working with you on this effort.

Very truly yours,

Anna M. Labia, R.N.

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correspondence
received

165 Lake Meadow Drive
Rochester, New York 14612
October 6, 1989

Juanita Hunter Ed.D., R.N., President
New York State Nurses Association
2113 Western Avenue
Guilderland, New York

Dear Juanita:

I am writing to express my distress and concern about the New York State Nurses Association Awards process. I hesitated to write because I believe the Awards process is a very special mechanism that we have put in place to honor our own members. I did not want to be involved in a controversy over one of the few mechanisms that we have to recognize the special nature and work of nurses.

However, during the past two years I have been very concerned over the awards, especially in the category of the student award. I feel that I can react from an informed position since I have been a member of three awards committees.

In Spring of 1988, I nominated Fran London, in the student category. She was a recent graduate and met the criteria for the student award. I felt that she was an outstanding candidate. She was within one year of her graduation from a baccalaureate program and presented impeccable credentials in support of this award. Unfortunately for Ms. London, I was appointed to the Awards Committee that year. During the committee deliberations, I presented her credentials and abstained from voting in that category to avoid a conflict of interest problem. However, I felt at that time that Ms. London was the best of the candidates and far surpassed other candidates. The committee decided that they wanted to select a baccalaureate student. I had nominated Ms. London in that category but since she had immediately begun to take graduate courses, the committee viewed her as a graduate student.

During that committee meeting, I noted that no criteria mentioned that the student must be a baccalaureate student. Others on the committee felt that it was the intent of the board that the student award be granted to an undergraduate student, especially for the first time that the award was given. At that time I stated that the criteria should be clarified. It was my understanding that this concern was relayed to the Board of Directors.

When Ms. London did not receive the Award, I was notified that she would be eligible the next year, according to our rules. During 1988-89, no new criteria were forth coming. In Spring of 1989, I resubmitted Ms. London name's for the Student Award. I did not merely resubmit her name but updated her materials as well. A short time ago, I received notice that she did not receive the award again this year, because many fine candidates had been nominated. I recently learned that no one would be receiving the award this

year. I am utterly dismayed that such a fine candidate as Ms. London has been ignored two years in a row. Confidentially, I remind you that I was on the Board and served on the committee when we were concerned about the number and caliber of some candidates. I have enclosed a copy of Ms. London's materials for your review. I will not expound on her credentials. They speak for themselves. Her curriculum would be valued by many instructors aspiring to be promoted to assistant professor and her publication record would put most professional nurses to shame.

Ms. London represents the hope of the future. She is a non-traditional student who had a degree in anthropology and a work history in another field. In her thirties, she decided to enter nursing. Thus, she is a mature woman but a recent graduate in the nursing field.

NYSNA held the Arden House Conference and we spent many hours discussing recruitment and retention strategies. That is a sham because we have turned our backs on awarding one of the very students we espoused would be needed in the future - the non-traditional student. We spent hours discussing the need for nurses to publish articles on recruiting and the need for new graduates to become involved in their professional association activities. Yet, we do not feel that this nurse who has done all of these things, and many more, deserves the "student award".

Perhaps, working at the bedside taking care of patients, volunteering in the community, publishing articles, and taking two courses a semester is not enough for our illustrious and "premier" association. I had a difficult time writing Ms. London a note telling her that she had not received the award again this year. Now that I know that no one will receive the award, I will have a hard time facing Ms. London and even encouraging her to continue participating in her "professional organization". Perhaps there is a reason why specialty organizations are growing in membership. Maybe, just maybe, they truly recognize their own.

I also nominated Ms. Margaret Briody for the practice award. I do not know if there were other nominees in the category with Margaret Briody or what the other nominees' credentials were but my faith in the system is shattered. She also was an outstanding candidate who is certainly being recognized by other specialty organizations. In the past I heard that there were few awardees from Western New York because we did not nominate candidates. Well, this was not the case last year nor is it the case this year. To forego an award with such an outstanding candidate as Ms. London, makes a sham of the system. I will not subject future colleagues to the system.

For the first time, I cannot in conscience attend the Awards Banquet. I had previously decided not to write a letter concerning this matter in deference to Ms. London. However, after learning that no one was receiving the award, I became even more disturbed. Perhaps two awards will be given next year, one to an undergraduate

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and one to a graduate student but that's like locking the barn after the horse is gone. Once again we will have been reactive instead of proactive.

The sad part of all this is that Ms. London will be not be eligible next year and we will be the losers. We will have lost the opportunity to play a part in an outstanding nurse's early career. We will have given lip service to the emerging recruitment and retention needs but we will have failed to recognize a student from one of our target market groups and ignored one of the most powerful retention strategies of giving recognition where recognition is due.

I am sure she will go on to make her mark in the profession of nursing. She does not need us but we need her and thousands like her. Now that's a real issue - membership.

Sincerely,

Carol B. Henretta

Carol B. Henretta
District 2

Enc. Curriculum Vitae
Supporting Documents

THE NEW YORK STATE NURSES ASSOCIATION
NOMINATION FORM FOR
1989 NURSING STUDENT LEADERSHIP AWARD

The NYSNA NURSING STUDENT LEADERSHIP AWARD is conferred on an individual who has demonstrated outstanding leadership and professionalism during his/her education in nursing.

CRITERIA: The nursing student's leadership and professionalism must have been demonstrated by: (It is not necessary for the student to demonstrate achievement in each area) (1) Membership in the nursing student organization (NSANYS) and in NYSNA, if eligible; (2) participation in activities which foster a positive public image of nursing as a profession; (3) participation in activities which advocate for quality health care to consumers; (4) active support of efforts to recruit others into the profession of nursing; (5) participation in volunteer activities of community service or other health care organizations.

Please supply all information requested. The NYSNA Awards Committee will not consider incomplete nominations. Please print or type all responses.

I nominate the following individual for the NYSNA Nursing Student Leadership Award:

NOMINEE'S NAME Fran London
ACADEMIC DEGREES B.A. (Anthropology) SOC. SEC. # IF KNOWN
B.S. in Nursing
HOME ADDRESS 979 Garson Avenue Rochester NY 14609
City State Zip
EMPLOYER AND OCCUPATIONAL TITLE Staff Nurse Level II Strong Memorial Hospital
BUSINESS ADDRESS 601 Elmwood Avenue - Box 619 Rochester NY 14642
City State Zip

Is the nominee an NYSNA member? Yes NOTE: If the nominee is eligible for NYSNA membership, he/she must hold NYSNA membership to be eligible for this award. An individual is eligible for NYSNA membership if he/she has been granted a license to practice as a registered nurse in at least one state, territory, possession or District of Columbia of the United States, or is otherwise lawfully so entitled to practice.

If nominee has had change in surname during past 5 years, provide pertinent information (include dates if known).

NOMINATION SUBMITTED BY Carol B. Henretta, M.S., R.N.
(Individual or Group)
ADDRESS 165 Lake Meadow Drive Rochester NY 14612
City State Zip
PHONE (716) 275-2375 (716) 663-1904
business home
CHECK INFORMATION ATTACHED: ☒ Narrative Statement (mandatory) Original submitted 1988
☒ Curriculum Vitae (if available) See Addendum
☒ Letters of support (optional) Updated version attached
Previously submitted plus one new letter from District 2
SIGNATURE Carol B. Henretta DATE May 10, 1989

MAIL TO: NYSNA, 1989 Awards, 2113 Western Avenue, Guilderland, New York 12084

UNIVERSITY OF
ROCHESTER
MEDICAL CENTER

SCHOOL OF NURSING

May 4, 1989

1989 Awards Committee
New York State Nurses Association
2113 Western Avenue
Guilderland, New York 12084

Dear Committee Members:

I would like to update the narrative I submitted in 1988 for Fran London. Since the narrative was written Ms. London has continued her graduate studies and her work with the Genesee Valley Nurses Association.

During the past year she has been a member of the public relations committee and will co-chair this committee in 1989-90. Keeping in mind her commitment to public relations, please note that she continued to publish again this year, "I Can't Be Calm About Nursing's Image" in January, 1989 RN, and has another article in press at AJN, "How to Publish Articles in Lay Magazines." I consider her total publication record outstanding for one who has only been a registered nurse for three years. This record alone should make her eligible for the Nursing Student Leadership award.

In addition, she has advanced to Level II in the Strong Memorial Hospital's Clinical Advancement System in pediatrics, her specialty area. She has also been retained as a Day Care Nurse Consultant. Other achievements are noted on her vitae.

Ms. London's curriculum vitae speaks for itself. However, as a professional nurse I am proud to re-nominate Fran for the Nursing Student Leadership Award. Nursing must look to non-traditional students as a new source for our profession. I think Ms. London epitomizes the new students beginning careers in nursing. I strongly endorse her for the 1989 Nursing Student Leadership Award. She is the voice of the future speaking for nursing.

Sincerely,

Carol B. Henretta

Carol B. Henretta, M.S., R.N.
Assistant Dean for Recruitment
Director of Admissions

CBH:cdg
Enclosures

601 Elmwood Avenue, Box
Rochester, New York 14642
(716) 275-

#28
correspondence
received



Genesee Valley Nurses Association
302 N. Goodman Street
Rochester, N.Y. 14607
716-473-6937

NURSING a profession of
new horizons

May 20, 1989

Dear Awards Committee,

The Genesee Valley Nurses' Association, District #2 of the New York State Nurses' Association, would like to endorse Fran London for the Student Leadership Award. Ms. London's Curriculum Vitae is quite impressive for a woman who has been a nurse for such a brief time.

Ms. London distinguished herself as a leader from the very beginning of her education in nursing. She received The Claire Dennison Prize for a rising Junior at the University of Rochester School of Nursing. This award was certainly deserved as she has gone on to make quite a mark on nursing in this area since then.

Even as a fulltime staff nurse and part time graduate student she has found time to perform a variety of services for the community and for the G.V.N.A. She is currently the Co-Chair of the Public Relations Committee.

She has published, received grants and awards, scholarships and fellowships and has been active in many committees and professional matters. For someone so new to nursing, she has been one of the most vocal advocates.

It is an understatement to say that Ms. London has been a strong student leader. Her activities serve as a benchmark to other students and to all of her colleagues. The Professional Association for Nursing in New York State could be proud to award a nurse like Ms. London to hold up as a role model to other students and nurses.

Sincerely,

Jan Volland RN, MS
Jan Volland R.N., M.S.
President

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correspondence
received

Updated as
of 5/89.

FRAN LONDON
979 Garson Avenue
Rochester, New York 14609
(716) 288-2668

PROFESSIONAL LICENSURE

Registered Professional Nurse, New York State, 391054 1 (1986 - present)

CERTIFICATIONS

American Red Cross:
Cardiopulmonary Resuscitation Instructor (1981 - present)
Stress Management (1983)
Introduction to Disaster Services (1983)
Disaster Damage Assessment (1983)
Providing Disaster Health (1987)

American Cancer Society Instructor:
Specialized Volunteer in Breast Self-Examination (1985)

EDUCATION

Brooklyn College, Brooklyn, New York
Bachelor of Arts (1972) major: Anthropology, cum laude

University of Rochester, Rochester, New York
Bachelor of Science (1986) major: Nursing, summa cum laude

Master of Science, part-time student (1986 - present)
major: Psychiatric Nursing

PROFESSIONAL EXPERIENCE

Strong Memorial Hospital, Rochester, New York
Staff Nurse, Level I, adolescent inpatient unit (July 1986 - June 1988)
Providing primary nursing to adolescents with medical, surgical and psychological diagnoses.
Staff Nurse, Level II, adolescent inpatient unit (July 1988 - present)
Patient Support Group Chairperson, adolescent inpatient unit (November 1987 - present)
Quality Assurance Chairperson, adolescent inpatient unit (June 1988 - present)
Preceptor of nurses in orientation (November 1988 - present)
Member, Staff Development Committee, adolescent inpatient unit (December 1988 - present)

The Growing Place Day Care Center, Rochester, New York
Nurse Consultant, part-time (November 1988 - present)
Providing weekly health instruction and services to staff and children to optimize their physical and emotional well-being. Also providing evaluation and recommendations for improvement of the Day Care Center's environment.

Fran London
979 Garson Avenue
Rochester, New York 14609
(716) 288-2668

RESEARCH AWARDS/GRANTS

Center on Aging, Rochester, New York (summer, 1985)
Developed: Workshop for Student Nurses: Working With Dying Aged Cancer Patients

PUBLICATIONS

"Why Choose Nursing?" (1985). American Journal of Nursing, 85(1), page 114.

"Should Men be Actively Recruited Into Nursing?" (1987). Nursing Administration Quarterly, 12(1), pages 75-81.

"Advice to the New Graduate" (1988). Imprint, April/May, page 105.

"How We Coped With a Colleague's Death" (1988). RN, 51(12), page 14.

"I Can't Be Calm About Nursing's Image" (1989). RN, 52(1), page 108.

"How To Publish Articles in Lay Magazines" (in press). American Journal of Nursing.

Generic Careplans developed and used at Strong Memorial Hospital, Rochester, New York:
Patient With Depressed Mood - Cognitive Restructuring (1987)
Eating Disorders (1980) Written with Marty Maxa, RN, BSN and Cynthia Connolly, RN, MSN

COMMUNITY ACTIVITIES

Camp Good Days and Special Times, Rochester, New York
A summer camp for children and adolescents with cancer
Volunteer (summers of 1984 and 1985)

American Red Cross, Rochester, New York
Registered Nurse, #353159
Instructor of Cardiopulmonary Resuscitation (1981 - present)
Provider of Disaster Health Care (1987 - present)
Contributing writer and editor of Stress Management Course (1985)

SCHOLARSHIPS AND FELLOWSHIPS

Fellowship, Strong Memorial Hospital Cancer Center, Rochester, New York (summer, 1985)

C.V. Mosby Scholarship for the essay titled: "How I Would Recruit a High School Student Into Nursing" (1985)

Alumni Nursing Scholarship, University of Rochester School of Nursing,
Rochester, New York (1984 and 1985)

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received

Fran London
979 Garson Avenue
Rochester, New York 14609
(716) 288-2668

3

HONORS AND AWARDS

The Clare Dennison Prize for a Rising Junior, University of Rochester School of Nursing (1985)

The Outstanding Master's Student Award, University of Rochester School of Nursing (1987)

Who's Who Among Young American Professionals (1987 - 1988)

PROFESSIONAL AFFILIATIONS

American Nurses' Association, tri-level member (1987 - present)

American Red Cross, Enrolled Nurse (1986 - present)

Nurses' Alliance for the Prevention of Nuclear War (1985 - present)

Sigma Theta Tau, Epsilon Xi Chapter (1985 - present)

COMMITTEES

University of Rochester, School of Nursing, Rochester, New York

Member, Visiting Trustees Committee (1987 - 1988, 1988 - 1989)

Member, Search Committee for the Associate Dean for Academic Affairs (1988)

Sigma Theta Tau, Epsilon Xi Chapter, Rochester, New York

Member, Eligibility Committee (1986 - 1987)

Elected Member, Nominating Committee (1987 - 1988, 1988 - 1989)

Genesee Valley Nurses' Association, Rochester, New York

Member, Public Relations Committee (July 1988 - May 1989)

Co-Chairperson, Public Relations Committee (May 1989 - April 1990)

WORKSHOPS ATTENDED

Women's Health Conference, Rochester, New York (1987)
Sponsored by the Coalition for Women's Health

Strong Memorial Hospital, Rochester, New York
Preceptor Workshop (1988)

Fran London
979 Garson Avenue
Rochester, New York 14609
(716) 288-2668

4

PRESENTATIONS

Facilitated discussion group on the topic, Untimely Death: Illness, Accident, Suicide. North Eastern League Federation of Temple Youth (NELFTY). Conference of 170 high school juniors and seniors from the north eastern United States. (March, 1988)

National Nurses' Week Poster Session titled: Scoliosis: When a Teenager is Hospitalized for Back Surgery. Multi-media presentation at Marketplace Mall, Eastview Mall and the House of Six Nations (cafeteria in Strong Memorial Hospital), Rochester, New York. Poster is currently displayed in the adolescent inpatient unit of Strong Memorial Hospital. Prepared with Joanne Haines, RN, BSN, Mary Kay Perrello, RN, BSN, and Bonnie Strollo, RN, BSN. (May 1988)

Addressed assembly of 200 high school seniors on the topic, Eating Disorders and Self-Esteem. Aquinas Institute, Rochester, New York. Presented with Cynthia Connolly, RN, MSN. (February, 1989).

TEACHING EXPERIENCE

Hospital Inservices Taught, Strong Memorial Hospital, Rochester, New York
Cardiopulmonary Resuscitation (1986, 1987, 1988, 1989)
Therapeutic Touch (1987)
Bulimia (1988)
Self-Esteem (1988)
How to Co-Lead the Patient Support Group (1989)

Psychiatric Nursing Grand Rounds, Strong Memorial Hospital, Rochester, New York
The Other Side: Results of Experimental Job Exchange Between Psychiatry and Pediatrics. Presented with Nina Gaby, RN, BSN, Bonnie Strollo, RN, BSN and Mary Kelly, RN, BSN. (April, 1988)

#28
correspondence
received



KEUKA COLLEGE

PUBLIC RELATIONS OFFICE KEUKA PARK, NEW YORK 14478-0098

315/536-4411 EXT. 231
OCT 2 - 1989

Date: September 19, 1989
Contact: CYNTHIA L. COOPER, DIRECTOR OF PUBLIC RELATIONS
Subject: Keuka's Nancy D. Bailey Named Professor of the Year

Nancy D. Bailey, associate professor of nursing, has been named Keuka College's 1989 Professor of the Year.

A 1959 graduate of Keuka, Bailey was chosen because of her extraordinary teaching efforts, her service to Keuka and her profession, her involvement with students, testimonials from current and former students, and evidence of the achievements of her former students. She will represent Keuka in the Professor of the Year Program sponsored by the Council for Advancement and Support of Education.

"Nancy's professional accomplishments and dedication to community service are testimonials to the quality education she received and the quality education she makes possible today," said Dr. Arthur F. Kirk Jr., President of Keuka College. "We are delighted to be able to honor her in this way and proud to count her as an alumna and faculty member."

As Professor of the Year, Bailey addressed the Keuka College community Monday, Aug. 28, at Academic Convocation. Academic Convocation marks the beginning of the school year.

"As I reflect upon my student days at Keuka, I recall that three factors left a lasting impression upon me," Bailey said "These were my exposure to books, faculty and new friends. These three factors played a part in shaping the person I was to become.

"Books will expose you to new ways of inquiry and problem-solving, to new points of view and to different value systems," Bailey continued. "Books will bring you together with your faculty to discuss and debate the ideas and issues shared in them."

Bailey spoke of a special Field Period experience she had with Frontier Nursing Service which delivered healthcare to remote areas of Kentucky. There, she worked with midwives and rural families, providing transportation and support services, always listening and watching. Additionally, she lived and worked with people from different cultures and countries.

--More--

NEW YORK STATE NURSES ASSOCIATION

Memorandum

To: JKH

From: MLO

ans
10/22
Would you like to
write "congrats" letter -
she is a member.

#28
Correspondence
received

JUL 14 1989

ans 10/16

June 20, 1989

KEUKA COLLEGE PRESS RELEASE, Bailey Named Professor of the Year
SEPTEMBER 11, 1989
Page 2 of 2

From that experience, Bailey realized what people can accomplish when they are committed and how different people can live together. That experience, she told students at convocation, was instigated by a book and supported by a faculty member.

"We have many fine faculty and administrators here at Keuka," Bailey said. "I challenge you to seek them out for they can open up the world of learning to you."

Acting chair of Keuka's Division of Nursing, Bailey teaches senior level courses for registered nurses seeking a baccalaureate degree and clinical courses for all nursing majors. She is active on many campus committees, including the Long-Range Planning Committee. She is a past member of the Faculty Liaison Committee.

Bailey is a member of Sigma Theta Tau, the national honor society of nursing, and Kappa Delta Pi, the national honor society of education. She also is a member of the American Nurses Association, the New York State Nurses Association and the American Public Health Association.

Currently pursuing doctoral studies at the University of Rochester, Bailey earned her master's in nursing at SUNY Buffalo in 1979.

An active community member, she is chair of the Yates County Planning Board. Bailey and husband Bill have two sons and live on South Avenue, Penn Yan.

Keuka College is an independent, four-year coeducational College located four miles south of Penn Yan on Keuka Lake. The College offers 22 degree programs and is a recognized leader in experiential learning.

-- 30 --

JLH-9/19/89-35-L

Juanita Hunter, EdD, RN
President, NYSNA
2113 Western Avenue
Guilderland, New York 12084

Dear Ms. Hunter;

I read your column in the April Report, and I agree that NYSNA needs to increase our collaboration with other organizations. We are facing a shortage of nurses in the midst of a crisis in health care and multiple social crises. As health professionals, we are involved in all of these crises and have a responsibility for seeking solutions. Nursing needs allies to solve our own problems and to tackle the network of other health and social problems. We need to work with others.

In your column you questioned when, why and how we should collaborate. I suggest that the time is now and that we should look first towards other organizations fighting for health care and the rights of health workers, such as health care unions.

We have already missed opportunities. On March 14, 12,000 people went to Albany to lobby against the State budget cuts affecting hospitals and for increased funding for hospitals. The lobby day was organized by a coalition that included the League of Voluntary Hospitals and Homes, the Committee of Interns and Residents, Local 1199, DC-37, and Local 1707. NYSNA was asked to endorse and participate in this activity but did not. As a result of this effort, Governor Cuomo released the \$193 million for nursing. Here is an example of where we have reaped the fruits of a coalition without even participating.

A second opportunity we missed was when 200,000 signatures were collected by Local 1199 on March 30 at hospitals throughout the city. These signatures were collected on huge boards that were driven up to Albany on April 4 and placed on the Capitol lawn. As a result of this impressive gesture of public support for hospitals, the Governor visited Lincoln Hospital with union officials and was struck by the problems and the need to re-evaluate the system. NYSNA was asked to participate in this activity and missed a chance to express our concerns.

I work in Columbia Presbyterian Hospital, where the majority of our co-workers are 1199 members. I have seen many instances where our NYSNA representation refuses to cooperate with 1199. We have been told that "nurses don't want to ...", but my conversations with nurses show me otherwise. We do want to support 1199. We feel that we negotiated a good contract this year, and that 1199 deserves the same. I can only conclude that the NYSNA leadership is out of touch with us, the base. And many of us resent the implied arrogance in statements that make it seem that we are in any way better than 1199 workers.

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Returning to your column, if we get bogged down in semantics, such as the meaning of "collaborate", and discussions of cooperating with the enemy, we will not move forward. If there is a problem with the work "collaborate" then let's talk about cooperation, forming alliances and coalitions. Let us take coalition, for example. You express concern about others who have "identified purposes and goals which may be in conflict with NYSNA". A coalition is a group of organizations who may have various purposes, but who are united in one objective, and who work together on that objective while acknowledging their differences in other areas.

The goals of NYSNA and the goals of health care unions coincide in our interest in improving the health care system, both for the users of that system and for those of us who make our livelihood in health care. We all work for the same employer and are affected by the same governmental budget cuts.

In your column you listed several types of groups with whom NYSNA should collaborate, all of whom have some level of interest in health care. But what organizations have as vital an interest in health care as we do? Who else knows that their very existence depends on the viability of the health care system? Clearly it is other unions that organize health workers. It is among these unions, which you omitted in your list, that I think we should be looking to form alliances in those institutions where we work together. If we form such alliances and coalitions around legislative issues, there is no need to compromise the purposes and goals of NYSNA, and our voice will be stronger.

Sincerely,

Janis L. Zadel
Janis L. Zadel
4501 Broadway 5C
New York, NY 10040

#28
Correspondence
received

1010 N. Country Club Dr.
Schenectady, N.Y. 12309
8/6/89

AUG 14 1989

N.Y.S. Nurses Assoc.
2113 Western Ave.
Guilderland, N.Y. 12084
To whom IT may concern,

I was appalled to learn ANA filed an
amicus brief with the Supreme Court in Webster
vs Reproductive Health.

Nurses always considered caring for a
pregnant woman as two patients. We cannot
condone the killing of one of them!

In the future if ANA takes such a stand
I will withdraw my membership and actively
encourage others to do so. Be pro-life!

Yours For Life

(Mrs.) Michaela R. Bahmieri, R.N.

NEW YORK STATE NURSES ASSOCIATION

Memorandum

To: JKH

From: MLO

Do you wish to respond, or shall I?

MLO/ker
8/16/89

answered
10/17

#28
Correspondence
received

MAY 23 '89 15:25 NYSNA

30,000 STRONG

NEW YORK STATE NURSES ASSOCIATION

NYSNA

2113 WESTERN AVENUE
GUILDERLAND, NY 12084

Date 5/3/89

LEADER SHEET

NUMBER OF PAGES
(INCLUDING LEADER)

8

TO: Juanita Hunter

FROM: Wendy Burbank

MESSAGE AND/OR INSTRUCTIONS:

Material requested for Associate
Degree Nurses Conference to
follow

IF TOTAL NUMBER OF PAGES INDICATED ABOVE WERE NOT RECEIVED,
CALL 518/456-5371
(FAX NUMBER: 518/456-0697)

MAY 23 '89 15:26 NYSNA

P.5

#5

Martha L. Orr, MN, RN
Executive Director



Constituent of The American
Nurses Association

NEW YORK STATE NURSES ASSOCIATION
2113 Western Avenue, Guilderland, N.Y. 12084, (518) 456-5371

December 3, 1986

TO: NYSNA Board of Directors

FROM: Martha L. Orr, Executive Director

The attached response to the joint proposal re Entry Bill of the New York State Associate Degree Nursing Council and Council of Deans of Nursing: Senior Colleges and Universities in New York State, was discussed at the meeting held December 1. Present for the meeting were Evelyn Gioiella, Anita Ogden, Ellen Burns, Janet Mance, and me.

The tone of the meeting was very cordial and both Anita Ogden and Evelyn Gioiella expressed optimism that compromise language could be found which would be acceptable to each of the groups (though not necessarily all individuals within the groups).

Both councils will meet on January 23 and will discuss the NYSNA response. Those persons in attendance at the December 1 meeting have agreed that (1) the Association will delay introduction of the Entry Bill until February 1; (2) if (and only if) both groups provide a written statement of support for the compromise language, NYSNA Bill sponsors will be approached to discuss the proposed revisions; and (3) members of the two councils will be asked to refrain from premature disclosure of the possible compromise to legislators.

For benefit of those Board members who were not present or not on the Board when the proposed language was discussed last spring, also enclosed is the staff analysis paper which was presented to and accepted by the Board at that time. The working draft referred to in the analysis paper contains essentially the same language as currently proposed.

Finally, also enclosed is the joint council paper containing their proposed definitions.

MLO/lm
Encs.



MAY 03 '89 15:26 NYSNA

Martha L. Orr, MN, RN
Executive Director



Constituent of The American
Nurses Association

NEW YORK STATE NURSES ASSOCIATION
2113 Western Avenue, Guilderland, N.Y. 12084, (518) 456-5371

December 1, 1986

Evelynn Gioiella, PhD, RN
Chairman
Council of Deans of Nursing: Senior
Colleges and Universities in New York State
Hunter College-Bellevue School of Nursing
425 East 25 Street
New York, NY 10010

Dear Dr. Gioiella:

The Association is deeply appreciative of the efforts of the liaison committee of the Council of Deans of Nursing: Senior Colleges and Universities in New York State and the New York State Associate Degree Nursing Council in reviewing the Entry into Practice proposal. It is clearly evident that your group has struggled with the problems of both principle and language in developing your proposed modifications of the Association's bill, and that much progress has been made. The Board of Directors and staff of the Association wish to continue our mutual efforts to reach consensus on a matter of vital importance to the future of the nursing profession in New York.

In response to your proposal of October 3, 1986, we wish to raise the following concerns and suggestions for discussion.

1. A statutory definition of the practice of nursing must be stated in terms of the practice (nursing) rather than the provider (nurse). It is the nature of the practice which is regulated by the definition section of the practice act. 6901, 6904) Authorization for individuals to engage in the practice defined by the law is then regulated by a different section (6903, 6905) in which protection of title and requirements to enter the practice are specified.

2. The definitions of the practice for both professional and associate nursing should not specify the recipients of service. This is not necessary since it must be assumed that the "social contract" of a profession is to provide service to any client in need of the service. Therefore, we recommend that the phrase proposed in the definition of professional nursing, "...to

#28
correspondence
received

MAY 03 '89 15:27 NYSNA

P.7

Evelynn Gioiella, PhD, RN
December 1, 1986
Page Two

individuals, families, groups and communities" be deleted, and that the phrase proposed in the definition of associate nursing, "...to individuals within the context of their support system" be similarly deleted.

3. Proposed definition of Professional Nursing

The current nurse practice act contains in the definition of nursing the phrase "...and executing medical regimens prescribed by a licensed or otherwise legally authorized physician or dentist." The Association's bill deletes that phrase. We have been asked to reexamine this deletion in view of encroachment on traditional nursing functions by unlicensed personnel. Your comments are invited.

Your proposal includes a descriptor of the role of the professional nurse in providing leadership "in establishing standards, policies, and protocols for the delivery of nursing care." We should not confuse roles and functions with the definition of professional practice. Therefore, we do not believe that this should be in the definition. In fact, it is the profession as a whole which is responsible for the establishment of standards. Policies and protocols for delivery of nursing care may also be the prerogative of the institutions or organizations within which care is delivered.

Further, if accountability is to be addressed in the practice act, the entity to whom accountability is directed would also need to be addressed. One model statute suggested by the American Nurses Association expresses that accountability thusly: "Each registered nurse is directly accountable and responsible to the consumer for the quality of nursing care rendered." Again, accountability for quality of care is inherent in the social contract of a profession. We therefore recommend the deletion of the entire second sentence.

4. Proposed definition of Associate Nursing

In attempting to construct definitions of two different kinds of nursing practice, it is essential that the definitions clearly discriminate between the two in a way that can be interpreted and applied by regulatory bodies, employers, consumers, and of course, lawyers. A second principle is that the exact nature of the relationship between the two bodies of practice must be clearly specified. Legal counsel for the Association has advised us that the phrase "participates in the diagnosis..." will be indistinguishable in law from "diagnoses and treats...", and therefore, will not differentiate between the two kinds of nursing.



MAY 03 '89 15:28 NYSNA

Evelynn Gioiella, PhD, RN
December 1, 1986
Page Three

In addition, the use of "collaboration" to describe the relationship between the professional nurse and the associate nurse again addresses a function, the definition for which can only be inferred. In fact, current statutory language which makes reference to the word "collaboration" has been interpreted as meaning a "joint intellectual endeavor" or "voluntary cooperation". There is no question at all that the nurse and associate nurse must indeed collaborate if responsible care is to be given clients. However, in the proposed definition there is no accountability or legally interpretable, enforceable relationship established.

We recognize and appreciate the immense difficulty in constructing language for this definition which preserves and protects the ability of the nursing profession to provide for flexible and evolving scopes of practice for both the professional and associate nurse. The recently issued report of the National Commission on Nursing Implementation Project similarly acknowledges the need to recognize that the future practice of and preparation for both types of nursing practice will evolve and change from that presently in place. The NCNIP report recommends that the relationship of the associate nurse and the professional nurse be clearly specified as one of accountability.

Therefore, we would like your group to consider the following compromise language:

The practice of associate nursing is defined as contributing to the formulation of diagnoses of human responses to actual or potential health problems and participating in the treatment of those responses through such services as casefinding, health teaching, health counseling, and provision of care supportive to or restorative of life and well-being. The associate nurse collaborates with and is accountable to the professional nurse in the provision of such services.

5. Composition of the State Board for Nursing

The proposed composition of the State Board would not ensure that the majority of members of the Board were professional nurses. (60% of 80% = 48%) We suggest that the ratio of professional nurses to associate nurses, assuming that nurses continue to be 80% of the Board, be 70% professional, 30% associate nurses.

#28
Correspondence
received

MAY 03 '89 15:28 NYSNA

P.9

Evelynn Gioiella, PhD, RN
December 1, 1986
Page Four

Thank you again for the persistent, dedicated work of both groups on this issue. It is time for us to reach an agreement and move forward to standardize and upgrade the educational base of the profession. Your assistance and support is vital to this effort.

Sincerely yours,

Ellen M. Burns
Ellen M. Burns, MSN, RN
President

#28
correspondence
received

MAY 03 '89 15:29 NYSNA

P.

MAY 03 '89 15:29 NYSNA

P.11

DEFINITIONS ACCEPTED BY CONSENSUS
ADM/BSN DEANS AND DIRECTORS MEETING IN NEW YORK

October 3, 1986

The professional nurse diagnoses and treats human responses to actual and potential health problems through such services as casefinding, health teaching, health counseling, and provision of care supportive to or restorative of life and well-being to individuals, families, groups and communities. The professional nurse provides leadership in establishing standards, policies and protocols for the delivery of nursing care and is accountable for the quality of care given within the boundaries of nursing practice.

The associate nurse participates in the diagnosis and treats human responses to actual or potential health problems through such services as casefinding, health teaching, health counseling and provision of care supportive to or restorative of life and well-being to individuals within the context of their support system. The associate nurse provides such services in collaboration with the professional nurse and in keeping with established standards of nursing practice.

10-6-86

SUGGESTED COMPOSITION OF STATE BOARD

80% of the State Board should be nurses

20% other

of the 80%: 60% should be professional nurses
 40% associate nurses

10-6-86

#28
correspondence
received

Mothers learning birthing choices

by Patrick Kurp
staff writer

It's not a feminist issue and it's not a consumer issue.

Rather, it's just good medicine.

So says Mary Jo LaPosta, a nurse at St. Peter's Hospital in Albany, who believes women should have the say in how they give birth to their children. Specifically, a Cesarean section should no longer rule out a subsequent vaginal birth.

"It's about 70 years of obstetric practice we're fighting," said the hospital's nurse educator for women and children's services.

Since January, LaPosta has taught classes to pregnant women who previously had a Cesarean delivery. Similar classes across the country have resulted in yet another medical acronym: VBACs, for vaginal birth after Cesarean.

Last October, the American College of Obstetricians and Gynecologists (ACOG) recommended that repeat Cesareans should no longer be routine. The new guidelines said doctors should be encouraged by their doctors to choose vaginal delivery.

Soon afterward, the state Department of Health issued similar guidelines. The actions follow a 400 percent increase in C-sections in the United States since 1970.

In 1987, an estimated 24.4 percent of the more than 3.8 million live births were delivered by Cesarean section — compared with 5.5 percent of the 3.7 million births in 1970.

Of the 934,000 Cesarean deliveries in 1987, ACOG estimated that 35 percent were performed not for some medical reason, but because the mother had previously delivered by Cesarean.

LaPosta, however, said, "The chances for vaginal birth after a section are as high as in the general public."

Patient advocates have alleged that physicians encourage Cesareans because they are more costly than vaginal births. According to government statistics, the average doctor and hospital charge in 1986 was \$2,620 for a vaginal delivery and \$4,330 for a C-section.

Critics also note that Cesareans, like any surgical procedure, pose risks both to the mother and baby. Maternal deaths in childbirth — from the anesthetic, from the surgery itself, or from some complication like infection — are rare, but a woman's chances of dying after a Cesarean are about four times greater than from a non-surgical birth.

Among developed nations, the See BIRTH/C-3

Hospital maternity costs

In 1986, the year for which the most recent statistics are available, the total cost for a normal hospital delivery in the United States was \$2,620, while Cesarean sections cost an average of \$4,330. Hospital and physician costs for natural deliveries were most expensive in the Northeast, at \$2,730 per delivery. Cesarean costs were highest in the West, at an average of \$4,930 per birth.

TOTAL COSTS FOR HOSPITAL DELIVERY

By region, in average cost for each type of delivery:

	NATURAL CHILDBIRTH	CAESAREAN SECTION
U.S. AVERAGE	\$2,620	\$4,330
WEST	\$2,730	\$4,930
MIDWEST	\$2,460	\$4,220
SOUTH	\$2,390	\$3,950
NORTHEAST	\$2,880	\$4,200

SOURCE: Health Insurance Association of America

NEW YORK STATE NURSES ASSOCIATION

Memorandum 4/7

To: JKH

From: Kim Roberts

Mary Jo LaPosta
is not our member.
You may wish to do
a letter and encourage
her. I will "hunt up"
an address.

Answered
5-18

BIRTH

Continued from C-1

United States ranks 18th in infant mortality rates.

In LaPosta's classes, fathers are encouraged to attend with their wives, and both are urged to discuss their previous experience with C-sections. Then LaPosta briefs the couples on nutrition, exercise, weight control and rest, and discusses various pain-relief options, including LaMaze refresher classes.

Because C-sections often prove emotionally difficult for women. Many experience "guilt, decreased self-esteem, feelings of failure, feelings of not being normal," LaPosta said.

In January and February, once the classes began, 43 women who previously had C-sections gave birth at St. Peter's. Twenty-six were automatically scheduled for another Cesarean.

Of the 17 who chose a trial labor, 10 eventually delivered vaginally.

LaPosta does not condemn Cesareans. In fact, both of her children were delivered by C-section.

"A C-section should not be looked on as a failure. It should be looked on as a variation on the birth experience," she said.

"There should be more reason than just because a woman already had a C-section. Very strong research has changed this practice. It's not an outgrowth of the feminist movement or the consumer movement."

clip and save

#28
correspondence
received

Martha L. Orr, MN, RN
Executive Director



Constituent of The American
Nurses Association

NEW YORK STATE NURSES ASSOCIATION

2113 Western Avenue, Guilderland, N.Y. 12084, (518) 456-5371

INTEROFFICE MEMORANDUM

TO: Martha L. Orr
FROM: Gail K. DeMarco *Gail*
RE: National Rural Health Association Award to Jean Sweeney
DATE: April 6, 1989

Judith Ryan will present the Award to Jean Sweeney in Reno, Nevada
on May 2, 1989.

GKD/dpf

NEW YORK STATE NURSES ASSOCIATION

Memorandum 4/12

To: JKH

From: MLO/ker

You may wish to do
congratulatory letter
to J. Sweeney on the
attached award.

*Annunzio
5-18*



#28
Correspondence
received

**NATIONAL RURAL HEALTH ASSOCIATION
PRACTICE/PROGRAM AWARDS NOMINATION FORM**

THIS NOMINATION IS FOR THE FOLLOWING CATEGORY (CHECK ONE):

☒ OUTSTANDING RURAL PRACTICE

Award recognizes a community oriented rural health care delivery practice which has improved access to rural people through innovative, comprehensive approaches. Factors taken into consideration include: outreach efforts; preventive health and educational programs; quality and efficiency of care; and strong community support and involvement.

☐ OUTSTANDING RURAL HEALTH PROGRAM

Award recognizes a statewide or regional program which promotes or facilitates the development of rural health care delivery systems. Factors taken into consideration include: coordination; networking; innovation; and lasting impact.

COMMUNITY NURSES SERVICES FOR THE ELDERLY, INC.

NOMINEE: Jean M. Sweeney, RN

ADDRESS: 1060 Pennsylvania Avenue

Elmira, New York

CONTACT PERSON: Jean M. Sweeney

POSITION: Director

ADDRESS: 825 Broadway

Elmira, New York 14904

PHONE: OFFICE: (607) 734-7079 HOME: (607) 734-6034

RURAL AREA (S) AFFECTED BY PROJECT: Chemung County

and Southern Tier of New York State

SERVICE AREA POPULATION: Chemung County

(OVER)

#28
correspondence
received

PRACTICE/PROGRAM SUMMARY: Private Nursing Practice

began in May 1980.

Major focus is home visits.

NOMINATED BY:

REFERENCE:

GERONTOLOGICAL NURSING
NAME: CLINICAL PRACTICE UNIT

NAME: Frank DeLouise, Vice Chairperson

POSITION:

POSITION:

ADDRESS:

ADDRESS:

PHONE:

PHONE:

PRACTICE/PROGRAM'S CONTRIBUTION TO RURAL HEALTH CARE:

(Please describe the significance of this practice/program. In what ways have rural people benefited? Include: history, funding, types of services, staffing and role of community. You may attach news articles, photographs, and other materials in support of this nomination.)

SEE ATTACHED

PLEASE RETURN THIS ORIGINAL AND FOUR (4) COPIES TO:

Chairman, Awards Committee
NRHA
301 East Armour Blvd., Suite 420
Kansas City, Missouri 64111

BY FEBRUARY 15, 1989

rm/11:03:88

on K7. The LPN I work with
has nothing to do but give out a few
oral meds and do a dressing or two.
This is true throughout the
hospital. The LPNs are virtually
useless. The RNs are overworked.
Why not utilize the LPNs better?
NY SNA has let me and others
down. Esther Simone
1362 41st St
B'klyn, NY 11218
PCH PCP

#28
correspondence
received

4/24

Dr. Hunter - this came addressed
to you. Do you wish to
respond?

kes

I am appalled at the lack
of involvement of the NYSNA
in regard to the nursing shortage.
LPNs are not utilized to full
capacity. RNs must give all IVs
meds and take care of all
critically ill patients including
respirator patients. For eleven
years I worked staff in the main
Medical Center. I may soon
resign because I am often the
only RN on duty at night (over)

and
5-20

APR 20 1989



from the office of
Senator Tarky Lombardi, Jr.

MAY 12 1989

ALBANY: (518) 455-3511 / Room 913, Legislative Office Building / Albany, NY 12247
SYRACUSE: (315) 428-4265 / Room 804, State Office Building / Syracuse, NY 13202

FOR RELEASE: Wednesday, May 10, 1989
10:00 a.m.

CONTACT: Naomi Bray
Robin Frank

**BOOTH MEMORIAL MEDICAL CENTER NURSE NAMED STATEWIDE WINNER OF
THE NEW YORK STATE LEGISLATURE'S NURSE OF DISTINCTION AWARD**

Elizabeth A. Ayello, RN, MS, Clinical Nurse Specialist at
Booth Memorial Medical Center in Flushing, is the Statewide
Winner of the New York State Legislature's 1989 Nurse of Distinc-
tion Award.

The Award, which recognizes individual excellence in the
nursing profession and promotes community awareness of the role
of nurses in the State's health care system, was presented to Ms.
Ayello by Governor Mario Cuomo and Senator Tarky Lombardi, Jr.,
legislative coordinator of the Award Program. The presentation
was made at a luncheon at the Convention Center at the Empire
State Plaza at the conclusion of a two-day Nurse of Distinction
Conference on nursing issues.

Senator Lombardi, Chairman of the Senate Finance Committee
and former Chairman of the Senate Health Committee, said in his
welcoming remarks to the more than 700 nurses and health care
providers attending the luncheon, "One year ago today we an-
nounced our plans to acknowledge the achievements of registered
nurses in New York State. As we noted then, the demand for well
prepared nurses had never been greater. We felt it vital to
publicly recognize the people who chose to remain in nursing, who
excelled in their careers, and who were instrumental in advancing
the nursing profession."

Ms. Ayello was one of eight Regional Winners out of 334
nominees Statewide, all of whom were recognized at the Awards
Luncheon. In addition to Ms. Ayello, who represents the Greater
New York II Region (Kings and Queens counties), the other Region-
al Winners are:

Long Island
Eleanor F. O'Boyle, RNC, MA/LS
Clinical Nurse Specialist, Gerontology
Mercy Hospital
Rockville Centre

#28
correspondence
received

Page 2

Greater New York I
Susan K. Nevins, RN, CNRN, MA
Nurse Clinician, Neuroscience Nursing
Mount Sinai Medical Center
New York City

Northern Metropolitan
Ellen M. Flynn, RN, MSN
Coordinator, Maternity Child Services
St. Agnes Hospital
White Plains

Northeastern
MaryBeth R. Hollinger, RN, MS
N.I.C.U. Research Coordinator
Albany Medical Center
Albany

Central
Linda K. Robson, RN, AAS, BSN
Nurse Administrator, Pediatric Intensive Care
SUNY Health Science Center, University Hospital
Syracuse

Finger Lakes
Virginia S. Tully, RN, MS, FNP
Nurse Practitioner, Nursing Home Care Unit
Veterans Administration Medical Center
Bath

Western
Marlene R. Ventura, Ed.D., RN, FAAN
Associate Chief, Nursing Service/Research
Veterans Administration Medical Center
Buffalo

A faculty of nationally renowned nursing professionals participated in the two-day Nurse of Distinction Conference. Speaker at the Awards Luncheon was Dr. Claire M. Fagin, Dean and Professor at the University of Pennsylvania School of Nursing. Leah L. Curtin, Editor of Nursing Management Magazine, and Kaye Lani Rae Rafko, Miss America 1988 and a registered nurse, spoke at the keynote session on Tuesday. Roxane B. Spitzer-Lehmann, Corporate Vice President of the St. Joseph Health System in Orange, California, spoke at the Wednesday morning session.

The selection of Elizabeth Ayello as the 1989 Nurse of Distinction was made by a 12-member panel of nursing and health professionals who also served as the Advisory Committee to the Award Program. Health related facilities throughout the State were eligible to nominate a registered nurse in their employ for the Award. From the 334 nominations submitted, Regional Peer

Page 3

Review Committees selected eight Regional Winners. Each Regional Winner was chosen by a review committee from an area of the State other than that in which the nominating facility was located.

In announcing Ms. Ayello's selection, the Advisory Committee noted the positive image of nursing she reflects. "We see her as a role model who could attract people into nursing, and inspire nurses to stay in nursing," the committee said.

Ms. Ayello has gained national recognition through her work on several committees of the American Society for Parenteral and Enteral Nutrition (ASPEN). She revised the ASPEN national nutrition support standards used by physicians, nurses, dietitians, and pharmacists in caring for inpatients and outpatients in need of intravenous (IV) feeding and tube feeding.

At Booth Memorial Medical Center, Ms. Ayello is a Clinical Nurse Specialist for Surgery. She provides direct patient care, teaching, and emotional support to persons with severe body disfigurements.

Ms. Ayello is a moderator of the monthly Nursing Grand Rounds at Booth, and is Chairperson of the Nursing Care Plan/Documentation Committee, helping design ways to more efficiently comply with regulations mandated by New York State for individual patient care plans. She also co-developed an outpatient ostomy service at Booth Memorial, the first in Queens to be run by a nurse.

Among contributions to the community, she is the founder and director of the Down Syndrome Parent Support Group of Queens, and is the professional coordinator of the Long Island Breast Cancer Support Group.

Ms. Ayello is Assistant Professor of Clinical Nursing at Adelphi University's Graduate School of Nursing. She has been a guest lecturer at SUNY Stony Brook, is a former instructor in the Queensborough Community College Department of Nursing, and served as technical advisor for the television series, "Nurse".

Ms. Ayello is currently completing her Ph.D. in Nursing at New York University. She is a mother of two and resides in Hollis Hills.

The 12-member panel of nursing and health professionals who served on the Nurse of Distinction Advisory Committee were: Allison Van Putte, Assistant Professor of Nursing, University of Rochester School of Nursing; Gail Kuhn Weissman, Vice President of Nursing, Mt. Sinai Hospital, New York City; Pura Pantojas, Deputy Director of Nursing, SUNY Stony Brook University Hospital; Grace Chickadonz, Dean, Syracuse University College of Nursing; Patricia Anvaripour, Planning Associate, Mt. Sinai Hospital, New York City; Carol Brooks, Vice President for Nursing, Long Island

#28
correspondence
received

Page 4

Jewish Medical Center; Diane McDonald, Vice President for Nursing, Albany Medical Center; Linda Jarrett, Coordinator of Patient Services, New Paltz Nursing Home; Elfrida Russell, Director of Home Care Services, Episcopal Church Home, Buffalo; Carolyn Scanlan, Executive Vice President, Hospital Association of New York; Margaret Music, Nursing Recruitment Office, Albany Memorial Hospital and Joyce Gould, Director for Legislation, New York State Nurses Association.

The 1989 Nurse of Distinction Award, the first to be designated, was sponsored by Senate Majority Leader Ralph J. Marino; Speaker of the Assembly Mel Miller; Assembly Majority Leader James R. Tallon, Jr.; Senate Health Chairman Michael J. Tully, Jr.; Assembly Health Chairman Richard N. Gottfried; Senate Higher Education Chairman Kenneth P. LaValle; Assembly Higher Education Chairman Edward C. Sullivan; Senate Education Chairman James H. Donovan and Assembly Education Chairman Jose E. Serrano.

May 5, 1989.
Dear Martha:
Just received a copy of
TAN, N.Y.S.N.A.'s Search for
Excellence Award to all
N.Y. Nurses and the
statement issued is
just a "Class Act."
In a few short
paragraphs, it says
it all. As one N.Y.
Nurse - I'm prouder
tho' ever to be a
member of N.Y.S.N.A.
Sincerely,
Patricia Bishop Barry

#28
correspondence
received



MEMORANDUM

MEDICAL SOCIETY OF THE STATE OF NEW YORK
420 LAKEVILLE ROAD, LAKE SUCCESS, N.Y. 11042 (516) 488-6100
FAX: (516) 488-1267

TO: Members of the Liaison Committee with the Nursing Profession

Bernard J. Pisani, M.D.
David M. Benford, M.D.
John H. Carter, M.D.
John V.W. Cordice, M.D.
John A. Finkbeiner, M.D.
John B. Henry, M.D.
George J. Lawrence, M.D.
Robert A. Mayers, M.D.
Daniel F. O'Keeffe, M.D.
Ralph Schwartz, M.D.
Charles D. Sherman, Jr., M.D.

✓ Juanita Hunter, R.N., President, NYSNA
Martha Orr, R.N., Executive Director, NYSNA

FROM: Donald F. Foy *DFF*
Executive Vice-President

DATE: May 2, 1989

SUBJECT: Meeting with Representatives of the NYS Nurses Association

Dr. Pisani has asked that I notify you that a meeting has been scheduled with Martha Orr, R.N., Executive Director, and Juanita Hunter, R.N., President, of the New York State Nurses Association, for Monday, May 15, 1989 at 10:00 a.m. at MSSNY headquarters in Lake Success.

We apologize for the short notice, however, we have attempted to telephone each of you today to inform you of the meeting.

Please let us know whether or not you are able to attend by returning the enclosed postage-paid card.

DFF:pm
cc William R. Egan

MAY 11 1989
JKH



**Veterans
Administration**

April 14, 1989

Medical Center

cc: JKH/AS
3495 Bailey Avenue
Buffalo NY 14215

In Reply Refer To: 528/118

Juanita K. Hunter, Ed.D., R.N.
President, Board of Directors
New York State Nurses Association
2113 Western Avenue
Guilderland, N.Y. 12084

Dear Dr. Hunter:

Having recently received your letter informing me that since "only a handful of nominations" were received for the American Nurses' Association "Search for Excellence Contest," I must share my reaction with you.

Yes, there are many outstanding nurses in New York State and choosing to honor each nurse with a certificate is a good idea; however, what does it have to do with the criteria for this contest? Since you received "a handful" of nominations, a selection should have been made from that group. If more people couldn't take the time or make the effort to nominate a worthy candidate, it's their loss.

By taking the action you have described (selecting no one candidate from New York State), you have made it impossible for any New York State nurse to compete and possibly be recognized on a national level. Recognizing the general excellence of all New York State nurses could have been done anyway.

Sincerely,

Karen Israel
KAREN ISRAEL, R.N., C.N.A.
Associate Chief, Nursing Service

cc: ANA

#28
correspondence
received

FEB 14 1989

NEW YORK CITY HEALTH AND HOSPITALS CORPORATION

125 Worth Street • New York, New York 10013

February 7, 1989

Dr. Juanita Hunter, President
New York State Nurses Association
2113 Western Avenue
Guilderland, NY 12084

Dear Dr. Hunter:

It was a pleasure to receive your letter today and I have already returned the card indicating my willingness to be at the April meeting. My desire to be active in NYSNA fueled my acceptance in 1987 (late) of an appointment to the NYSNA Council of Nurse Researchers of which I am a member.

I look forward to discussions with you and other ANA Fellows re how we can be more involved in the Association's business.

Thank you for your invitation.

Sincerely,

Willa M. Doswell

Willa M. Doswell R.N., Ph.D.
Associate Director of Nursing Research/QA
Corporate Nursing Services

JUL 21 1989 JKH



TARKY LOMBARDI, JR.
49TH DISTRICT
CHAIRMAN
COMMITTEE ON FINANCE

THE SENATE
STATE OF NEW YORK
ALBANY
12247

July 20, 1989

Dr. Juanita Hunter
President
New York State Nurses Association
2113 Western Avenue
Guilderland, NY 12084

Dear Juanita:

The enclosed materials which announce the continuation of the New York State Legislature's Nurse of Distinction Award program were recently sent to the following:

Hospitals
Home Care Agencies
Nursing Homes
Schools of Nursing
Psychiatric Centers
Developmental Centers

Correctional Facilities
VA Medical Centers
HMOs
Diagnostic & Treatment Centers
Associations

We ask for your assistance in encouraging your members to participate and to designate a "contact person" to whom we can direct future correspondence. We would be most appreciative if you could publicize this in your Association's newsletters.

Thank you for your assistance.

Best wishes and kindest personal regards.

Sincerely,

Tarky

Tarky Lombardi, Jr.

TL/rf
Enclosures

#28
correspondence
received

NEW YORK
STATE
SENATE

ALBANY, NEW YORK 12247



July , 1989

TARKY LOMBARDI, JR.
SENATOR 45TH DISTRICT
CHAIRMAN
COMMITTEE ON FINANCE

Dear :

I am delighted to announce that the Nurse of Distinction Award and Conference will continue in 1990. The May 1989 Conference and Award program was so successful that we thought it must continue.

A nomination form and program details will be sent to you in the Fall. The Nurse of Distinction Conference will take place in Albany on Wednesday, May 9th and Thursday, May 10th. Remember to save the dates for this exciting event.

We welcome your participation, and ask that you now designate a contact person to whom you also wish us to direct future correspondence. Would you please complete the enclosed form and return it to the address indicated?

The general parameters of the program will remain the same. Through this legislative salute to the nursing profession, we hope to recognize professional excellence, underscore the diversity within nursing and acknowledge the contributions of registered professional nurses.

I look forward to your organization's participation in this important program.

Kindest personal regards.

Sincerely,

Tarky Lombardi, Jr.

TL:cm
Encl.

NEW YORK STATE LEGISLATURE'S
NURSE OF DISTINCTION AWARD

DESIGNATION OF CONTACT PERSON

PLEASE TYPE OR PRINT CLEARLY

YOUR NAME _____

TITLE _____

ORGANIZATION NAME _____

ADDRESS _____
STREET

CITY STATE ZIP CODE

TELEPHONE _____
AREA CODE NUMBER

PLEASE RETURN TO:

OFFICE OF SENATOR TARKY LOMBARDI, JR.
913 LEGISLATIVE OFFICE BUILDING
ALBANY, NEW YORK 12247

#28
Correspondence
received

March, 1989

Dear Colleague:

The Committee to Elect New York State Candidates for A.N.A. office has been reestablished to assist individuals with their campaigns.

The New York State Nurses Association pays the American Nurses Association 1.5 million dollars a year for membership rights. New York contributes more money to the A.N.A. than any other state because we have the largest number of members. However, when the list of A.N.A. elected officials is examined, approximately 5% are from the State of New York. This Committee wants to change that record and help New Yorkers get elected to national office.

The Committee to Elect New York State Candidates needs a campaign chest to enable them to support their election activities. This year we are sponsoring a raffle. Enclosed are chance booklets for you to sell and/or to distribute to others to do the same. Please assist us so we can help the candidates by not only providing individual consultation but also by sponsoring events where they can influence delegates to vote for them.

Checks should be made payable to the Committee to Elect New York State Candidates. Stubs from chances and raffle money should be sent to:

Committee to Elect New York State Candidates
P. O. Box 924
Patchogue, New York 11772

If you do not wish to be involved in this important fund raising event, please ask a friend to sell the chances or return them to the address listed above. Of course, the Committee would also be happy to receive your personal donation to support their work.

The Committee looks forward to the convention and seeing not only candidates but our delegate members. This effort was quite successful in 1987. Let's hope we in New York can make an even bigger impact on the A.N.A. in 1989.

Sincerely,

Jan Volland M.S., R.N.
Jan Volland, M.S., R.N.
Bonnie Perrato, R.N., MBA, CNA
Co Chairs
Committee to Elect New York
State Candidates

Nettie Birnbach, EdD, R.N.
Jerry Cohen, M.A., R.N., CNA
Joan Lynch, PhD, R.N.
Dottie Williams, R.N.

JV:d

JKT

4/30/89

MAY 3 - 1989

Dear Juanita

Thank you for your letter dated 4/28/1989 in which you responded to my frustrations and dismay over the dues increase for membership to NYSNAP.

Let me 1st assure you that my bias towards joining NYSNAP is certainly present. When I talk with other nurses however I make that very clear during any discussion about joining the membership. I whole heartedly support membership at the district level. You may be aware that I am district 5's cochairperson on the legislative committee. As such, I am learning a tremendous amount about NYSNAP & its relationship to its members. There are however some discoveries I have made that concern me.

#28
Correspondence
received

I'm not sure I understand the benefits of this federation model. Also I have many concerns about the collective bargaining part of the association. As for having a voice, that I must say I never ever felt I had until I became active in the legislative committee. Although I am sure this is partly due to my own fault, there is a significant part that is due to the excessive cost of belonging to NYSNA. Perhaps I would ^{have} felt better if I could have afforded the costs of travel, accommodations to convention at least I could ^{have} cast my vote.

Juanita, as much as I believe in the need for a professional organization and have enjoyed my part in it, I must protest the inaccessibility & inaffordability of belonging on the state level.

In closing I would like to thank you for listening to me and I will look forward again to regaining some day if things change.

Sincerely,
Maureen A. Thurn MSRN-C

Alfred University

College of Nursing

January 12, 1988

New York State Nurses Association
ATT: Juanita K. Hunter, Ed.D., RN
2113 Western Ave.
Guilderland, NY 12084

Dear Juanita:

I received your letter of December 23, 1987 on January 4, 1988, as our school was closed due to the holiday break. I am writing and asking for further information if you have any at this time. The three recommendations that have come from the committee I feel are of grave concern to the whole profession of nursing. I think it is time that nursing really organize or else, there will not be a profession of nursing.

I will be waiting for further information from your office.

Sincerely,

Joella M. Rand

Joella M. Rand, RN, Ph.D.
Dean

JMR/ml

Alfred, New York 14802



#28
Correspondence
received



STATE UNIVERSITY OF NEW YORK • SCHOOL OF TECHNOLOGY • CANTON, NEW YORK 13617 • PHONE 315/255-9111

Canton

February 1, 1988

The Honorable Mario Cuomo
Executive Department
Capital Building
Albany, NY 12223

Dear Governor Cuomo:

I have been apprised of the impending final report of the New York State Health Department's Labor-Health Industry Task Force on Health Personnel report soon to be released.

I have grave concern regarding some recommendations:

1. "Challenge Exam" - A written examination alone cannot measure clinical competence of non-traditionally educated personnel. Educational curriculum requirements and content have been standardized to insure safe clinical practice - short cuts such as challenge exams without a clinical performance measurement component will jeopardize public safety.
2. "Health Personnel Emergency" - Allowing auxillary personnel to perform duties of licensed personnel is very unsafe. The public consumer has a right to receive professional level of care for which he/she is paying.
3. "Institutional Licensure" - The health care consumer has a right to receive care from licensed personnel - the licensure insuring protection and minimum competency of the health care worker.


I hope the Governor will consider these issues very carefully. I appreciate the work and would encourage more scholarship aid for students and employees in the health field.

Sincerely,

Catherine M. Kelly, Professor
Coordinator/Freshman Nursing Program

CMK/mr

→cc: Juanita Hunter, President, NYSNA
Assemblyman John O'Neil

 **Veterans
Administration**
June 23, 1986

Department of Medicine
and Surgery

Washington D.C. 20420

RECEIVED

JUN 30 1986

GOVERNANCE SUPPORT

In Reply Refer To: 11J

Dr. Juanita Hunter
Chairperson, Cabinet on Human Rights
American Nurses' Association, Inc.
2420 Pershing Road
Kansas City, MO 64108

Dear Dr. Hunter:

The Sunday program at ANA which honored women of color for public service was a memorable event. I shall cherish the fond memories of this occasion for a lifetime. Throughout the week, all of those who attended whom I encountered spoke so warmly of this moving ceremony.

Thanks for honoring me. It motivates me to achieve that much more.

Sincerely,

Vernice Ferguson

VERNICE FERGUSON, R.N., M.A., F.A.A.N., F.R.C.N.
Deputy Assistant Chief Medical Director
for Nursing Programs

cc: Dr. Judith Ryan
Dr. Hattie Bessent

#28
correspondence
received

June 23, 1986

11J

Hattie Bessent, Ed.D., R.N.
Deputy Executive Director
Ethnic/Racial Minority Fellowship Programs
American Nurses' Association, Inc.
1030 15th Street, N.W., Suite 716
Washington, DC 20005

Dear Dr. Bessent:

Sunday's program which honored women of color was a stellar and poignant ceremony. Throughout the ANA Convention both honorees and others who attended spoke warmly of the event.

Your organizational skills are superb! The manner in which you presided assured a memorable occasion. Thanks for honoring me at this first of a kind ceremony for public service.

Sincerely,

Vernice Ferguson

VERNICE FERGUSON, R.N., M.A., F.A.A.N., F.R.C.N.
Deputy Assistant Chief Medical Director
for Nursing Programs

cc: Dr. Judith Ryan
Dr. Juanita Hunter ✓

National Black Nurses' Association, Inc.

Post Office Box 18358
Boston, Massachusetts 02118
Telephone: (617) 266-9703

October 5, 1984

RECEIVED

OCT 11 1984

GOVERNANCE SUPPORT

Ms. Juanita Hunter, Ed.D., R.N. ✓
Chairperson
Cabinet on Human Rights

c/o Karen S. Tucker
Coordinator
Governance Support Services
American Nurses' Association
2420 Pershing Road
Kansas City, Missouri 64108

Dear Juanita,

I received your request to Lorraine Baugh to late to respond in a timely manner. I do apologize for this being too late for your meeting.

We as an organization are addressing through our chapters issues dealing with Human Rights in the area of:

- 1) Quality of care to the disinfranchised
- 2) Impact of new regulations on consumers i.e., DRG's
- 3) Lack of access to care by Black and poor Americans
- 4) Decrease in financial assistance for nursing education.

I enjoyed very much meeting with you in New Orleans and hope to hear from you soon.

Sincerely,

O Long
Ophelia Long
President

cc: Sadako Holmes

Ophelia Long
Los Angeles, California
President
Dr. Helen Richards
Athens, Ohio
1st Vice President
Dr. Alice Georges
Bronx, New York
2nd Vice President
J. Michelle Logan
Chicago, Illinois
Secretary
Linda Barnes Bolton
Los Angeles, California
Treasurer
Dr. Lorraine Sans
Tulsa, Oklahoma
President Emeritus
Lorraine Baugh
Boston, Massachusetts
Immediate Past President



Dr. L. A. Ford
Akron, Ohio
Margaret Jordan
El Centro, California
Joan Tompkin
Buffalo, Michigan
B. M. Lewis
Chicago, Illinois
Dr. Barbara Norman
Houston, Texas
Barbara Shorter
Houston, Texas
Ann Taylor
Columbia, Texas
L. J. Tompkins
Washington, DC
Dr. M. Washington
St. Louis, Missouri
M. J. Williams
Boston, Massachusetts
B. M. Williams
Parliamentarian
Los Angeles, California
David Williams
Little Rock, Arkansas

13th National Institute and Conference — St. Louis, Missouri — August 8-August 11, 1985

#28
correspondence
received

American Nurses' Association, Inc.

2420 Pershing Road, Kansas City, Missouri 64108

(816) 474-5720

Eunice R. Cole, R.N.
President

Judith A. Ryan, Ph.D., R.N.
Executive Director



Washington Office:
1101 14th Street, N.W.
Suite 200
Washington, D.C. 20005
(202) 789-1800

September 24, 1984

Juanita Hunter, Ed.D., M.S., R.N.
127 Shirley Avenue
Buffalo, New York 14215

Dear Dr. Hunter:

I am pleased to inform you that the Executive Committee, Council of Community Health Nurses, has suggested you to the American Nurses' Association Nominating Committee for consideration for inclusion on the slate for 1985 ANA elections as a candidate for Member, ANA Cabinet on Human Rights. We believe you are among the most qualified individuals to serve ANA and the nursing profession in this capacity.

In order for the Nominating Committee to consider your nomination, you must complete and return the two enclosed forms: Form B—"Consent of SNA Member to Be Nominated and to Serve in Office if Elected" and Form C—"Biographical Form to Be Completed by SNA Member Suggested for Nomination to ANA Office." The final date for acceptance of nominations materials is October 15. Forms A and B must arrive at ANA headquarters by that date.

The completed forms should be returned to Mary Hamblin, coordinator, Council Communications, Council Services, at the ANA address listed above.

Sincerely,

Ruth Reagan Hutchison
Ruth Reagan Hutchison, M.P.H., R.N., C.
Chairperson
Council of Community Health Nurses

RRH:MH:tas:01

cc: Cecilia F. Mulvey, M.S., R.N., President
Cathryne A. Welch, Ed.D., R.N., Executive Director
New York State Nurses Association

Cheryl Thompson
Director, Member Services
Division of Constituent Affairs

ANA — An Equal Opportunity Employer

#28
Correspondence
received

Executive Director Wire

November/December 1987

Dear Member,

Nursing Must Get Its Act Together--Now

Since the cold shower of facts that carried the bad news about the serious decline in nursing school enrollments, a number of solutions have been proposed to remedy the nursing supply crisis. There is consensus, in the nursing community at least, that nursing jobs in hospitals must be restructured. This is an essential step in order to provide for necessary nursing autonomy, involvement in policymaking, and so forth. The cornerstone of any restructuring activities usually cited is the professional practice model that would assure that these characteristics are in place.

Salaries Cited As Heart of Matter

One presenter at the annual American Organization of Nurse Executives (AONE) meeting proposed a different solution. Following a very logical and well documented array of facts and figures prepared with Linda Aiken, PhD, RN, former vice president of the Robert Wood Johnson Foundation, Connie Mullinex, MPH, MBA, RN, program associate of the Robert Wood Johnson Foundation, presented her conclusion: "Nobody wants to say it...The problem is that nurses' wages must be increased. The evidence points to nurses' relatively low wages as the major cause of the shortage." The heart of the Aiken-Mullinex thesis posits that when nurses' wages are low, relative to other health care workers, hospitals tend to "stockpile" nurses and use them to substitute for

other health care workers -- from physicians to nurses aides. Because of their tremendous versatility, using nurses as substitutes for a variety of health care workers affords hospitals a great cost savings.

That's not necessarily bad news. Being in great demand because of a highly general and flexible nature is a characteristic that other health professionals would probably envy. Nonetheless, nursing has yet to rise to the challenge of positioning the current course of events onto a more positive route.

* Nursing's Internal Difficulties Require Resources It Can Ill Afford

The time to act is now because many well-meaning administrators are looking for quick fix solutions to the shortage -- not the least of which is substituting other professionals for nurses or training special technicians to fill the gap. Meanwhile, nursing's plight at the national level has been fraught with hurdles and difficulties that divert important resources that could be put to more effective use.

For the past several months the American Nurses' Association (ANA) has been engaged in a costly struggle with two of its largest state association members over the mission of the organization. New York State and Pennsylvania charged that the ANA had abandoned its commitment to professionalism in nursing when it voted to establish two categories of membership. Both states deferred taking action at

NEW YORK STATE NURSES ASSOCIATION

Memorandum

To: JKH

2/3

From: MLO

*The attached was
distributed by Hank Shafer
at a meeting I attended.
Do you want to write
to Pam Maraldo re the
error?*

National League for Nursing

10 Columbus Circle New York, New York 10019

#28
correspondence
received

their annual meetings. In addition, AONE is still contemplating complete separation from the American Hospital Association (AHA) -- a move that may well be inevitable if nurse executives choose to take positions that may not be in concert with AHA policy. Yet, such a break would mean starting anew to build a strong organization with a sound financial base. When organized nursing is unsettled in this manner it has an adverse effect on the entire nursing community. Our resources are better spent forming strong coalitions to capitalize on the opportunities before us while the hearts and the minds of the American public are with us.

Perhaps a good outcome of nursing's national woes will be pulling together to support each other during difficult times. The next Tri-Council meeting will be devoted to devising a broad strategy to chart a course of action that addresses the nursing supply crisis as well as new nursing education legislation, which is nearing expiration.

Congress Goes Through the Motions

Several legislative initiatives have already been introduced to address the nursing supply problem. Among them is a bill sponsored by Sen. Edward Kennedy (D-Mass) that would support demonstrations to establish innovative clinical practice roles for nurses in hospitals, enhance links between academic nursing programs and long term care settings by supporting demonstrations of innovative practice for nurses in home care and nursing home settings, and develop regional recruitment centers to increase enrollments in schools of nursing. The authorization for these demonstration projects is \$5 million.

Another proposal, backed by Rep. Ron Wyden (D-Oreg), would provide funds for a local needs assessment initiative to allow for the development of educational outreach programs based on the identification of need. In addition, the bill requires the Secretary of the Department of Health and Human Services to give priority to educational outreach associate degree programs that have no more than 30 students and have an agreement with baccalaureate programs.

Hearings to address the shortage were recently held by the Senate Finance Committee, which has jurisdiction over the Medicare program. Neville Strump, PhD, RN, an expert in gerontology, testified on behalf of NLN. Dr. Strump urged the Congressional Committee to "improve Medicare coverage of the services provided by nurse practitioners and clinical nurse specialists, especially for patients in skilled nursing facilities."

Clearly, Congressional action to address the shortage will be forthcoming. The question is: Will it be enough to truly make a difference?

Nursing's Strategic High Ground

In developing a new strategy, we need a new mind set. We need to make an emotional transition in order to concentrate our energies on the strengths and the values of the nursing profession. One of our most valuable assets right now is that we are in very great demand. Any producer of goods or services would tell us that is good news, not bad news. Furthermore, we are certain that the demand will increase -- not decrease -- in the future.

American Nurses' Association, Inc.

2420 Pershing Road, Kansas City, Missouri 64108

(816) 474-5720

Fax: (816) 471-4903

Lucille A. Joel, Ed.D., R.N., F.A.A.N.
President

Judith A. Ryan, Ph.D., R.N.
Executive Director



Washington Office:
1101 14th Street, N.W.
Suite 200
Washington, D.C. 20005
(202) 789-1800
FAX: (202) 842-4375

JUN -5 1989

May 10, 1989

Juanita K. Hunter, Ed.D., R.N.
President
New York State Nurses Association
2113 Western Avenue
Guilderland, New York 12084

Dear Dr. Hunter:

I am pleased to congratulate New York State Nurses Association for your excellent membership recruitment and retention efforts in 1988. Your success has earned your association a place of distinction on the American Nurses' Association Honor Roll for Membership Growth.

The ANA Honor Roll formally recognizes state's membership expansion during the preceding calendar year. The name of your state association, along with the other honored state nurses' associations, will be announced in the June issue of *The American Nurse*, and on June 23 at the 1989 ANA House of Delegates in Kansas City.

I am personally honored -- particularly at this time when the nursing shortage has emphasized our need to come together as a profession to realize common goals -- to applaud New York State Nurses Association for your outstanding efforts. Your determination to strengthen your association through membership recruitment and retention is not only admirable, but an example for all of us of your commitment to the profession and to your state association.

On behalf of your colleagues and the American Nurses' Association, I commend you.

Sincerely,

Lucille A. Joel

Lucille A. Joel, Ed.D., R.N., F.A.A.N.
President

LAJ:JW:aks:001

American Nurses' Association, Inc.

2420 Pershing Road, Kansas City, Missouri 64108

(816) 474-5720

Fax: (816) 471-4903

Lucille A. Joel, Ed.D., R.N., F.A.A.N.
President

Barbara K. Redman, Ph.D., R.N., F.A.A.N.
Executive Director



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Washington, D.C. 20005
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#28
Correspondence
received

April 11, 1990

Juanita K. Hunter, Ed.D., R.N.
Assistant Professor and Project Director
University at Buffalo School of Nursing
State University of New York
709 Stockton Kimball Tower
Buffalo, New York 14214

Dear Dr. Hunter,

The Constituent Assembly Executive Committee has planned the agenda for the June 15, 1990 Constituent Assembly meeting, to be held in Salon G at the Marriott Copley Place in Boston, Massachusetts. A copy of the tentative agenda is enclosed for your information.

On Friday, June 15 approximately 30 minutes have been allotted for a report from you, and Jean R. Marshall, M.S.N., R.N. to address strategies for the promotion of minority and staff nurse involvement in the association. You are requested to present strategies and successes which the New York State Nurses Association has utilized in addressing this issue. Ms. Marshall will be asked to present information about the successes she and the New Jersey State Nurses Association have experienced in promoting participation of these groups.

Please contact the staff in the Office of Constituent Relations as soon as possible, to indicate whether you will be able to participate in the Constituent Assembly meeting. If you have written materials to augment your verbal report, please forward these to the Office of Constituent Relations at your earliest convenience, and no later than May 15, 1990.

ANA will reimburse you for travel costs, one nights lodging and per diem associated with your participation in this meeting. A travel form and guidelines are included in this mailing.

The Constituent Assembly Executive Committee appreciates your past support for the assembly, and hopes you will be able to participate again in June, 1990.

Sincerely,

Mary Beth Matthews, Ph.D., R.N.
Chairperson
Constituent Assembly Executive Committee

MBM:clt.ltrs

Enclosures

#28

correspondence
received

MLU

Modern
Healthcare.

1989

Health Care Hall of Fame

NEW YORK STATE NURSES ASSOCIATION
Memorandum

To: Juanita

From: Martha

9/25

Would you like to write
congratulatory message
from both of us?

replied

10/16

Vol 19 No 37
Sept 15, 1989

#28
Correspondence
received

Publisher's Message

Hall of Fame recognizes our health system's great legacy

Last year, the first Health Care Hall of Fame awards dinner was celebrated at the Pennsylvania Hospital in Philadelphia. The presentation was a huge success, and all who attended the festivities will never forget the event.

It was a memorable evening as Ray Brown, Wilbur Cohen, Benjamin Franklin, Sidney Garfield, M.D., Frank Groner, Malcolm MacEachern, M.D., Boone Powell Sr., Rufus Rorem, Saint Elizabeth Ann Seton and Lillian Wald became the first inductees into the Health Care Hall of Fame.

This year, because the Pennsylvania Hospital is undergoing some renovation, the presentation dinner will be at the Hotel Atop The Bellevue in Philadelphia. It promises to be another wonderful event as five more prominent and distinguished individuals will be inducted.

The five who will join last year's honorees are equally qualified and have made lasting contributions to this great healthcare system of which we are all so fortunate to be a part. This year's inductees are Robin C. Buerki, M.D., George Bugbee, Eleanor Lambertsen, John Mannix and Foster McGaw. They are all legends and, like their predecessors, have all displayed a total dedication to mission and amazing vision. All of them were literally pioneers and far ahead of their times, but they were never deterred from making the American healthcare system the best in the world.

These great leaders have left us tremendous legacies—healthcare institutions second to none in the world, with skilled administrators, physicians, nurses and other personnel working day in and day out saving lives, mending damaged hearts, prolonging life and always giving hope and solace. They have left us with a legacy of doing good that transcends anything else going on in our society today. Kidney and heart transplants have become almost commonplace, and more organs, such as the liver, pancreas and lungs, are being transplanted with increasing frequency.

Look what's going on with our aged. Our fastest growing population segment comprises those 85 and older, while those 65 and older exceed the total population of Canada. This means that our healthcare system isn't only working, but succeeding. As a matter of fact, you could even make the case that it has triumphed over almost insurmountable odds. But we have only just begun, because the best is yet to come.

The future is bright for healthcare in this nation, but we have to be careful that we don't let the detractors slow down or impede the great strides that have been made. It won't be easy—there are those who would destroy the system that has been put in place and served the American people so faithfully all these years. They honestly believe there are better ways to deliver healthcare to American citizens, but I worry that they understand neither the complexities nor the sophistication of the American healthcare system and unknowingly could do great harm to an industry that has already proved its worthiness.

And that's why it's so important that we recognize those who have contributed so much to making the American healthcare system the standard for the rest of the world to emulate. To this year's Health Care Hall of Fame inductees, we dedicate ourselves to maintaining your high standards. We also congratulate you and thank you from the bottom of our hearts.

Charles S. Lauer
Publisher

Health Care Hall of Fame

Judges chose from among 78 nominees

The seven judges who were asked to select new inductees for the Health Care Hall of Fame had a difficult task.

The judges met in Chicago on July 14 to review the contributions of the 78 people nominated by MODERN HEALTHCARE readers. After hours of deliberation, the judges picked five winners who exemplify the commitment, dedication and professionalism worthy of Hall of Fame membership.

The judges included Robert M. Cunningham Jr., a veteran journalist and consultant; Sister Irene Kraus, president and chief executive officer of the Daughters of Charity National Health System, St. Louis; H. Robert Cathcart, president of Pennsylvania Hospital, Philadelphia, home of the Hall of Fame; Richard L. Clarke, president of the Healthcare Financial Management Assn., Westchester, Ill.; Stuart A. Wesbury Jr., presi-



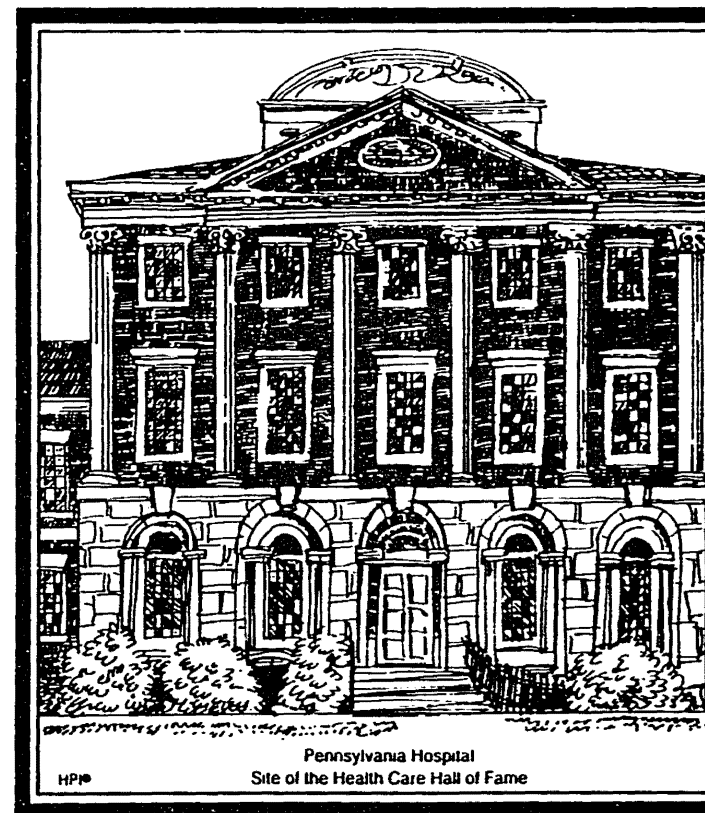
Health Care Hall of Fame judges: seated, Robert M. Cunningham Jr., Sister Irene Kraus, H. Robert Cathcart; standing, Richard L. Clarke, Stuart A. Wesbury Jr., Charles S. Lauer.

dent and chief executive officer of the American College of Healthcare Executives, Chicago; and Charles S. Lauer, publisher of MODERN HEALTHCARE. Another judge, Michael Bromberg, executive director of the Federation of American Health Systems, Washington, was ill but relayed his selections via telephone.

We again thank Mr. Cathcart and his board for graciously allowing Pennsylv-

nia Hospital to house the permanent Hall of Fame exhibit. In addition, we commend Sandy Lutz, our Dallas bureau chief, for the outstanding job in writing profiles of this year's inductees.

The Health Care Hall of Fame will add new members every year. Those nominated but not selected in 1989 will be considered again in 1990 and 1991. —Clark W. Bell



Pennsylvania Hospital
Site of the Health Care Hall of Fame

HPI Health Care Services, Inc.

congratulates the
newest inductees to
the Health Care
Hall of Fame.

Professional Pharmacy Services
Since 1967

Health Care Hall of Fame

To nurses, hospital administrators and physicians, she was a teacher, a mentor, a pragmatist.

Thousands of nurses and nurse executives followed her lead. Her work resulted in high educational standards and higher regard for the abilities and skills of nurses.

Eleanor C. Lambertsen "had a profound effect on any nurse administrator," said Margaret L. McClure, executive director of nursing at New York University Medical Center. Ms. Lambertsen was especially influential from 1961 to 1970 when she headed the nursing school program at Columbia University, New York. "Just about every nurse leader at that time came out of that school and she had an effect on many of them," Ms. McClure said.

Advancing from bedside nurse to dean of a prestigious nursing school, Ms. Lambertsen's goal was to get hospital administrators, nurses and physicians working together for the patient's well-being.

One vehicle for this was team nursing, an idea that became synonymous with her name. Team nursing began as the subject of her doctoral dissertation and was later published in 1957 as a book. The concept swept hospitals throughout the world.

Breaking the mold. Ms. Lambertsen was born in Fanwood, N.J., and graduated from high school in 1934 during the Depression. One of her brothers said he wanted to go to medical school, and Eleanor began considering nursing.

It was not a popular choice with her family. She had applied to a few nursing schools and was waiting for their replies the summer after high school graduation. Relaxing on the beach one day, she saw her father march down to the shore with a letter from one of the schools. "He was furious," Ms. Lam-



**Eleanor C. Lambertsen
1916-**

"Whenever someone asks me if we have enough nurses, I'm tempted to reply: 'Enough for what?'"

—Eleanor Lambertsen, chairman of the department of nursing education, Teachers College, Columbia University, 1962

bertsen recalled. "He said I should stay home and get married. I said I was going to nursing school."

Ms. Lambertsen's decision was a bit unorthodox. "I was the first Lambertsen girl that had ever gone into a career," she said.

Ms. Lambertsen got her way, but only after assuring her father that she wouldn't see men in bed clothes. "I just had to tell him that," she said.

In 1938, she graduated from nursing school at Overlook Hospital, Summit, N.J.

She was hired for night duty at Overlook and worked hard to prove herself. In stark contrast to today's marketplace, "we were told that if we didn't work out in six months, there would be another class graduating to take our places," Ms. Lambertsen said.

She advanced quickly and became supervisor within a few years.

In 1943, she was named director of the hospital school of nursing. In 1946, she was appointed acting director of the hospital, after the former director was fired.

Robin Buerki, M.D., another Hall of Fame inductee, was hired as a consultant during the management shake-up at Overlook. Dr. Buerki, then dean of the University of Pennsylvania's medical school, recommended that Ms. Lambertsen pursue a career in hospital administration. She declined. "I looked at the women at that time in hospital administration and they never got anywhere," she said.

She had firmly set her sights on nursing, and in 1947 she resigned from Overlook to further her nursing education. As the hospital acting director and nursing director, she had been an active participant in the hospital's board meetings, and when she resigned, they surprised her with a bonus check of \$5,000. "That was a tremendous amount of money back then," she said.

It enabled her to attend Teachers College, Columbia University, New York. She received her bachelor's degree in 1949 and her master's the following year.

Research project. At that time, the W.K. Kellogg Foundation, Battle Creek, Mich., selected Ms. Lambertsen to head a research project on reorganization of nursing services. World War II had ended, new antibiotics were changing the course of medical care and the Kellogg Foundation's directors were worried that "hospitals did not have the type of nursing leadership that was essential," Ms. Lambertsen said.

Her dissertation at Columbia University, "Education for Nursing Leadership," revolutionized the way hospital nursing units were run. The

Health Care Hall of Fame

LAMBERTSEN *Continued from p. 62*

doctorate was published by a Philadelphia firm, and its guidelines brought administrators and nurses to Ms. Lambertsen's door to hear more.

Prior to team nursing, the common nursing style was known as functional nursing—a practice in which one nurse delivered medication, another gave baths and so on. "It was a big break in the pattern," Ms. McClure said.

"We reversed the organization chart," Ms. Lambertsen explained. Under her plan, registered nurses were responsible for patient care and treatment goals. Daily nurse conferences were held to review care plans and arrange duties of the licensed practical nurses and aides in the unit. To this day, many hospitals continue to use team nursing. "The basic premises and philosophy have never been lost sight of," Ms. Lambertsen said.

Shortly after her dissertation was published, a demonstration project of team nursing was set up at Frances Delafield Hospital, a New York City cancer hospital adjacent to Columbia. Administrators from throughout the country brought data from their hospitals to receive suggestions on how to reorganize their nursing units.

A year after her dissertation was published, the American Hospital Assn. decided to start a nursing division. Ms. Lambertsen suggested several names for director of the division, but the AHA kept coming back to her. Other nursing leaders—whom Ms. Lambertsen calls "the grand ladies"—convinced her to accept in 1958.

There, the assertive and admired nurse ensured that she would be involved in any AHA decision that involved nursing. She gained much-needed respect for the nursing profession from both hospital administrators and physicians. "Eleanor never had any hang-ups as far as physicians or men; her brother and husband were both physicians," said Shirley Fondiller, executive director of the Mid-Atlantic Regional Nursing Assn., New York, and a former student of Ms. Lambertsen's. Ms. Lambertsen's husband was the late Joseph Anderson,

M.D., formerly director of registration and approval for the AHA.

Ms. Lambertsen's respect among a cross section of healthcare groups continued throughout her career. For example, when Blue Cross and Blue Shield plans in eastern New York were merged in 1974 into Empire Blue Cross and Blue Shield, "we concluded that it was time to have someone on the board who represented the nursing profession," said Edwin R. Werner, Empire's chairman and chief executive officer at the time. "We looked for an outstanding nurse, and Eleanor was in a class by herself."

For 12 years, Ms. Lambertsen served on the board of Empire, the nation's largest Blues plan with more than 10 million members. During her last five years on the board, she was vice chairman.

Academic leadership. She left the AHA in 1961 to return to her alma mater, Columbia's Teachers College, as director of the nursing education division. The college, one of the nation's largest nursing schools at the time, was highly regarded for its master's and doctoral programs in nursing. "She drew students and faculty from all over the country and all over the world," Ms. Fondiller said.

Ms. Lambertsen remained nursing education director until 1968, when she was promoted to head all health services at the college.

In 1970, amid 16 job offers, she accepted the post of dean of the school of nursing at Cornell University-New York Hospital. Ms. Lambertsen wanted a role where she worked directly with the medical school, and Cornell's was regarded as "an elite school," she said.

When Cornell closed its nursing school in 1979, she became a senior associate director of the hospital and continued a flourishing consulting business. For example, in 1970, she undertook a three-month visiting professorship in Israel, helping the University of Tel Aviv start a bachelor's degree program in nursing.

She also continued to teach nursing in the department of medicine at Cornell University Medical School and is now a professor emeritus there.

As recently as fall 1987, Ms. Lambertsen was back teaching at Columbia's Teachers College. Her course, "Management of the Socially Responsible Organization," was extremely popular with students, according to those at the college. She also taught courses at the master's and doctoral levels on leadership in the administration of nursing services.

Keeping up. As she had so often in the past, Ms. Lambertsen has kept touch with the changing times. "Our focus is on preparing nurse executives to work in the teaching hospital, with a concentration on management in turbulent times. We are educating a group who must be able to work within a threatened world of hospitals," she said last year in a Teachers College publication.

She recognizes that the strains on nurses are different today than when she started teaching in the 1960s. "There are so many opportunities open to women today," Ms. Lambertsen said in a recent interview. "When I started, there was only teaching and nursing. People are demanding more; you can't live on commitment."

Her reputation took her to every state in the nation and dozens of foreign countries. From 1961 to 1982, she was on the World Health Organization's expert advisory council on nursing. She also was a consultant and lecturer to nurse associations in Australia, South Africa, Japan and Jamaica.

She has been active in the National League for Nursing, the Salvation Army, the National Urban League, the United Hospital Fund of New York, the International Council of Nurses and the National Board of Medical Examiners.

She also was director of the Visiting Nurse Service of New York from 1963 to 1975 and chairwoman of the New York State Nurses Assn. Council of Research in Nursing from 1972 to 1976. ■

#28
correspondence
received

Health Care Hall of Fame/Previous Inductees

The nation's pioneer in public health nursing, Lillian Wald epitomized "high-touch" healthcare by treating the hordes of immigrants who streamed into New York's Lower East Side at the turn of the century.

There, she founded Henry Street Visiting Nurse Service, which eventually evolved into the Visiting Nurse Service of New York City. She directed the service for 40 years.

The turning point in the life of Ms. Wald, who was born in Cincinnati and raised in Rochester, N.Y., came when she moved in with her married older sister in New York.

Her sister was pregnant, and Ms. Wald learned much from the nurse attending to her care. The nurse told of the city's obstacles in providing healthcare to the sick.

That prompted Ms. Wald to enroll in the nursing school at New York Hospital in 1889.

After two years of study, she worked in the Juvenile Asylum for a year, then attended classes at Women's Medical College for another



Lillian Wald

year. There, she taught a class for immigrants in home nursing and became aware of conditions on New York's Lower East Side, where 500,000 immigrants arrived each year.

The area was overburdened by the flow of new Americans, and the death rate was high—26 per 1,000, according to a report in Industrial Bulletin, a publication of the New York Dept. of Labor.

While teaching the home nursing class, Ms. Wald found her career. Financed by family friends, Ms. Wald and another nurse, Mary Brewster, rented rooms in the crowded Lower East Side to develop a public health nursing service. "We were driven to it. We were driven to everything we did," Ms. Wald later said about the service.

The two women asked that patients pay them when they could. They taught the East Side residents how to care for themselves and their families. They transformed every home into a classroom to teach the family about "the facts of health and life."

In 1895, Ms. Wald and her nurses moved from their tiny apartments to a red brick building on Henry Street, later called the Henry Street Settlement. Two years later, Ms. Wald's Henry Street Visiting Nurse Service established branch offices in mid-Manhattan.



EMSA Limited Partnership

In today's highly competitive medical marketplace, the attention of many hospital executives is being focused on emergency services. Successful departments are organized to manage effectively the provision of care to the most critically ill or injured patient while continuing to manage a high volume of urgent and non-urgent patients on a simultaneous track.

A common denominator in most successful departments is strong leadership on the part of both the department Medical Director and the emergency physicians themselves.

- **EMSA Physicians** — EMSA provides highly qualified, skilled and experienced emergency physicians.
- **EMSA Medical Directors** — EMSA Medical Directors provide strong, local leadership in the department.
- **EMSA Corporate Support** — Management and staff support is a key component in the company's approach to effective delivery of quality healthcare.

As a physician group practice specializing in emergency medicine, EMSA provides a full range of physician staffing and management services for the hospital emergency department.



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EMSA Limited Partnership

Executive Headquarters
100 N.W. 70th Avenue, Plantation, FL 33317
305-584-1000 or 800-443-3672
FAX: 305-792-3531

For more facts circle 143 on reply card

#28
correspondence
received

STATE UNIVERSITY OF NEW YORK

STATE UNIVERSITY PLAZA
ALBANY, NEW YORK 12246
(518) 443-5355

D. BRUCE JOHNSTONE, Chancellor



September 14, 1989

Juanita K. Hunter, EdD, RN
President
New York State Nurses Association
2113 Western Avenue
Guilderland, New York 12084

Dear Juanita:

Thank you very much for your kind invitation to attend and to be a part of the meeting of the New York State Nurses Association October 27 - 29. Unfortunately, I am out of town on all of those days -- with a campus visit, a campus presidential inauguration, and the Annual Meeting of the College Board in Atlanta, Georgia.

Again, thank you for thinking of me. I am sorry to miss the meeting, but I look forward to the chance to see you later this week.

Yours


D. Bruce Johnstone
Chancellor



STATE OF NEW YORK
EXECUTIVE CHAMBER
ALBANY 12224

MARIO M. CUOMO
GOVERNOR

SEP 29 1989

JKH

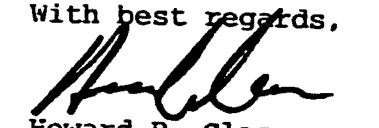
September 19, 1989

Dear Ms. Hunter:

Thank you for your invitation to Governor Cuomo requesting him to attend a Convention sponsored by the New York State Nurses Association on October 27, 1989.

We are considering this request, and will contact you again as soon as a determination has been made.

With best regards,


Howard B. Glaser
Special Assistant to
the Governor

Ms. Juanita K. Hunter
New York State Nurses Association
2113 Western Avenue
Guilderland, New York 12084



THE CITY OF NEW YORK
OFFICE OF THE MAYOR
NEW YORK, N.Y. 10007

JOANNE M. BOYCE
DIRECTOR OF SCHEDULING

September 15, 1989

Dr. Juanita Hunter
President
N.Y.S. Nurses Association
2113 Western Avenue
Guilderland, NY 12084

Dear Dr. Hunter:

On behalf of Mayor Koch, I would like to thank you for your invitation to attend the New York State Nurses Association's seventy-fourth meeting which will be held from October 27 thru October 30, 1989.

Although the Mayor appreciates your invitation, he regrets that his schedule will not permit him to join you at that time.

Sincerely,

Joanne M. Boyce

#28
correspondence
received



DONALD F. FOY
EXECUTIVE VICE-PRESIDENT

MEDICAL SOCIETY OF THE STATE OF NEW YORK
420 LAKEVILLE ROAD, LAKE SUCCESS, N.Y. 11042 (516) 488-6100
FAX: (516) 488-1267



September 19, 1989

The Honorable Tarky Lombardi, Jr.
49th District Chairman
Committee on Finance
The Senate
State of New York
Albany, NY 12247

Dear Senator Lombardi:

In response to your letter of August 2, 1989, I am pleased to inform you that the Board of Trustees of the Medical Society of the State of New York voted to participate in the 1990 Nurse of Distinction Conference and Awards. A contribution of \$7,500 was approved by the Board.

In addition, the Board approved a contribution of \$7,500 to the New York State Nurses Association to establish a nursing scholarship in your name.

I am enclosing the completed form which designates me as the contact person for future correspondence.

Best personal regards,

Donald F. Foy
Executive Vice-President

DFF/e/lad
Enclosures

cc: Juanita K. Hunter, E.D.D., R.N.
President, New York State Nurses Association
Martha L. Orr, M.N., R.N.
Executive Director, New York State Nurses Association ✓

COPY

JKH

#28
Correspondence
received

AUG 23 1989

Binghamton

State University of New York at Binghamton
Binghamton, New York 13901

School of Nursing

August 18, 1989

Ms. Juanita Hunter
President, NYSNA
2113 Western Avenue
Guilderland, New York 12084

Dear Juanita:

For the past three years the School of Nursing has implemented a very successful academic support program for ethnically diverse and economically less advantaged students called CSTEP (the Collegiate Science and Technology Entry Program). It has become increasingly evident, however, that additional funding is necessary to expand and further develop these services in order to serve larger numbers of students and provide an even more comprehensive support program than already exists.

In order to achieve this goal, the School of Nursing will submit a grant proposal to the U.S. Department of Health and Human Services, Division of Nursing, entitled "Project Advance: A Comprehensive Recruitment and Retention Program for Baccalaureate Nursing Students from Disadvantaged Backgrounds." For purposes of the grant, the federal government defines "disadvantaged student" as those individuals who come from environments that inhibit them from obtaining the knowledge, skills and abilities required to enroll in and graduate from a baccalaureate program in nursing as well as low-income students. Such students might include generic high school students, licensed vocational nurses and registered nurses desiring a baccalaureate degree. The grant would focus on recruitment and retention activities as well as emphasize preparation for the NCLEX licensing examination.

It would be helpful if you would write a letter of support for this project application. I have enclosed a draft letter of support for your perusal. Please write from the perspective of your role and state the benefits to students which such funding would provide. Letters of support are due September 1. If you have any questions or need additional information, do not hesitate to call me at 777-2678.

Thank you for your assistance in supporting this proposal.

Sincerely,

Kathy

Kathleen Colling, R.N., Ph.D.
Associate Professor
Project Director, CSTEP Binghamton

KC:jr
(Dis.2)

August 18, 1989

Dear

This letter is written in support of your proposal titled "Project Advance: A Comprehensive Recruitment and Retention Program for Baccalaureate Nursing Students from Disadvantaged Backgrounds." With the initial success of the nursing component of the CSTEP program and its recognition throughout the state as a model academic support program in nursing, it becomes imperative to seek federal funding for expansion to a total, comprehensive support program ready to admit larger numbers of less advantaged students to one of the finest baccalaureate programs in the country. Binghamton has long been committed to serving the needs of an increasingly diverse student body in order to achieve its mission as a university for the people of New York State. New York state is currently coping with a severe shortage of baccalaureate prepared nurses and the many students who would be served by this project constitute an important human resource to address the health care needs of our state.

The New York State Nursing Association has had a long and proud history of advocating for educational opportunities in professional nursing. Today, more than ever, these opportunities must be made available not only for the generic high school students, but also licensed vocational nurses and registered nurses seeking a baccalaureate degree. The needs of low income students and those who come from environments that inhibit them from enrolling in and graduating from baccalaureate programs can only be addressed through comprehensive support programs such as "Project Advance." NYSNA stands ready to assist in any way possible to assist this project to achieve its worthwhile goals.

#28
correspondence
received

Martha L. Orr, MN, RN
Executive Director



Constituent of The American
Nurses Association

NEW YORK STATE NURSES ASSOCIATION

2113 Western Avenue, Guilderland, New York 12084-9501

TEL. (518) 456-5371

FAX # (518) 456-0697

August 24, 1989

Dr. D. Bruce Johnstone
Chancellor
State University of New York
State University Plaza
Albany, NY 12246

Dear Chancellor Johnstone:

This will confirm a meeting with Dr. Juanita K. Hunter, President, NYSNA,
in your office on Wednesday, September 13 at 4 p.m.

If there are any changes in this meeting time, please contact me at the telephone
number above.

Sincerely yours,

Kim E. Roberts

Kim E. Roberts
Confidential Administrative Assistant
to the Executive Director

/ker

cc: J.K. Hunter
M. Orr





WASHINGTON STATE NURSES ASSOCIATION
83 SOUTH KING STREET, SUITE 500
SEATTLE, WA 98104 (206) 622-3613

September 21, 1989

Juanita Hunter, President
New York State Nurses Assoc.
2113 Western Ave.
Guilderland, NY 12084

Dear Juanita:

It's time again to let you know what is happening in Washington state.

First, let me say that I think we have begun to rebuild. We have hearings and elections coming up, but still have a little time. The ongoing education in the local units is going with slow progress but is effective. We have several staff nurses on per diem working these units, under the direction of the Cabinet on Economic and General Welfare.

We have started on a master raid plan with goals, objectives, and proposed time outcomes.

We have a search group helping to find staff and have hired two labor negotiators, and have other interviews lined up for labor relations and government relations.

We have uncovered some new facts. We have proof that our former labor staff met with UFCW and drafted the letter to WSNA stating that we must affiliate with UFCW or else. We have also found that our telephone lines were tapped. Every day we think nothing else can happen, then it does.

Our morale is good and everyone is still going the extra mile. Our staff have expanded their duties to use some of their talents that were not being used.

We still need your support and the support of ANA. This has been and is very expensive and it seems we need to do so many things at the same time that lack of staff is overwhelming. One area that is hard to fill is public relations. We still need to produce a lot of flyers and written pieces to go out to local unit members as well as to keep our whole membership informed.

A constituent of the American Nurses Association

#28
Correspondence
received

-2-

Let me say again how much your help and support means to us. Without your caring it would be impossible to do all that needs to be done to prove that nurses are the best representatives for nurses and that the professional aspects of our association are what our nurses want.

Sincerely yours,

Joanna

Joanna Boatman, RN
President

JB:b

cc: Lucille Joel, President, American Nurses Association

#28
correspondence
received

Oklahoma Nurses Association

6414 N. Santa Fe, Suite A, Oklahoma City, Oklahoma 73116 (405) 840-3476

September 20, 1989

Lucille Joel, President
American Nurses Association
2420 Pershing Road
Kansas City, MO 64108

Dear Lucille:

After careful consideration and consultation with legal counsel, the Board of Directors voted to notify ANA that the Oklahoma Nurses Association will not operate under the Statement of Understanding between ANA and SNAs. The Oklahoma Nurses Association Board of Directors has expended significant resources in its efforts to develop a written agreement between the ANA and ONA and that continues to be our goal.

The Board of Directors asked me to notify you, for information, of several considerations about this matter, including the following:

1. The Statement of Understanding is generic and there is no opportunity for ONA to identify its own unique needs.
2. The section on conflict resolution seems incomplete.
3. The statement does not provide any penalties for not providing services as described or a "refund" of some of the assessment fee when services are not provided.
4. The section on non-dues revenue programs needs more consideration; can ANA unilaterally discontinue a program because of budget constraints (page 7, item 3) if it is a joint venture? Is the process applicable to an annual consideration of non-dues revenue programs or to all programs proposed throughout the year?
5. The document reflects a dependency relationship of the SNA to ANA rather than the relationship of two separate corporations.
6. The statement does not have a clause as to how it may be terminated and there is no place for signatures or date of adoption of the statement by ANA and the SNA.

For Your Information

Lucille Joel - ANA
September 20, 1989

2.

In previous responses to the proposed Statement of Understanding, ONA raised questions about the provision allowing the ANA Constituent Forum (Constituent Assembly) to participate in the negotiations for the Statement of Understanding/written agreement between ANA and the SNAs. The Board of Directors continues to be concerned about this provision.

The Board of Directors is unwilling to expend further resources on this activity unless there is a proposal from ANA for individual agreements with the state nurses association.

Please call me if you have any questions about this decision.

Sincerely,

Peggy Hart, PhD., RN
President

PH:FIW:tt

Martha L. Orr, MN, RN
Executive Director



Constituent of The American
Nurses Association

NEW YORK STATE NURSES ASSOCIATION

2113 Western Avenue, Guilderland, New York 12084-9501
TEL (518) 456-5371 FAX # (518) 456-0697

MEMORANDUM

TO: NYSNA Board of Directors
DNA Presidents

FROM: Karen A. Ballard, MA, RN
Director
Nursing Practice and Services Program/KAB

RE: National Council of State Board for Nursing
Request for Nominations Re: Nurse Aide Competency

DATE: August 24, 1989

Enclosed for your information is material from Dr. Milene Megel regarding request for nominations to NCSBN Advisory Panels for Nurse Aide Competency Evaluation Program Job Analysis. Please utilize and distribute as you wish. Any questions or need for additional information can be obtained from Dr. Megel at (518) 474-3843.

KAB/dpf



#28
Correspondence
received

AUG 14 1989



THE STATE EDUCATION DEPARTMENT / THE UNIVERSITY OF THE STATE OF NEW YORK / ALBANY, NY 12230

OFFICE OF THE STATE BOARD FOR NURSING

July 26, 1989

TO: Deans and Directors of Nursing Education and Directors of Nursing Administration

FROM: Milene A. Megel, PhD, RN, Executive Secretary *MAM*
New York State Board for Nursing

SUBJECT: Advisory Panels for Nurse Aide Competency Evaluation Program Job Analysis

Attached is a letter from the Director of Research Services of the National Council of State Boards of Nursing, Inc. asking for nominations to two panels which will advise the Director of Research Services in conducting a job analysis of nurse aide incumbents in FY 90. The Content Steering Panel will be composed of registered professional nurses (RNs), licensed practical nurses/vocational nurses (LPN/VNs), and nurse aides who will provide input regarding development of the activity list and data collection instrument. A job analysis expert and RNs with knowledge regarding access to nurse aide data respondents and research techniques will serve on the Technical Advisory Panel.

Each panel's functions and qualifications for appointment are described in the accompanying documents. A copy of the application form, one for each panel, has been provided. All of these documents may be reproduced as needed.

You are asked to submit nominations for individuals to be considered for appointment to each panel. All nominations must be submitted to the National Council of State Boards of Nursing, Inc., to the attention of Dr. Carolyn Yokum, Director of Research Services no later than 18 September 1989. Appointments are anticipated to be made in October 1989.

If you require any additional information, please call me at (518) 474-3843.

Attachments
MAM/jmw

#28
correspondence
received



National Council
of State Boards of Nursing, Inc.

625 North Michigan
Suite 1544
Chicago, Illinois 60611
312 787.6555

17 July 1989

Dear Colleague:

The National Council of State Boards of Nursing is planning to conduct during 1990 a job analysis study of nurse aides employed in acute care, nursing home, and home health care settings during 1990. The information collected in this study will be used to examine the validity of the National Council's nurse aide competency evaluation program. This evaluation program was developed in response to the US Congress enacting into law PL 100-203, commonly referred to as the Omnibus Budget Reconciliation Act (OBRA) of 1987.

The National Council is currently in the planning stage for implementing this national study, the purpose of which is to identify the frequency with which nurse aides perform specific activities and the importance of these activities to maintaining the well-being of care recipients. To facilitate planning for and to assure the quality of the study, the Board of Directors has authorized the establishment of two advisory panels: a Content Steering Panel and a Technical Advisory Panel.

It is in this area that the National Council needs the assistance of members of the nursing community. You are being invited to submit nominations for appointment to either or both of these panels.

The Content Steering Panel will advise the Director of Research Services about the activities engaged in by nurse aides, critique drafts of the data collection form, and provide suggestions regarding how the data can best be collected. The input of this group is crucial because its recommendations will directly influence the completeness of the list of activities to be included in the study. Currently, plans are for this group to have one two-day meeting in Chicago plus a minimum of "at-home" work during which they would be requested to review draft copies of documents. It is anticipated that this meeting will be scheduled for late 1989 or early 1990.

The Technical Advisory Panel will advise the Director of Research Services about the methodological aspects of the study and may be called upon to assist in making provisions for pilot testing drafts of the data collection instrument. This panel will also monitor the progress of the study and, following review of the

2

results, critique a draft of the final report and its conclusions. The input of this group is crucial because its recommendations will directly influence how the study is implemented and the content of the final report.

To facilitate communication between the two panels, one of the registered nurse members of the Technical Advisory Panel will also be a member of the Content Steering Panel. Currently, plans are for this group to have two two-day meetings in Chicago plus a minimum of "at-home" work during which they would be requested to review draft copies of documents. It is anticipated that the first meeting will be scheduled for late 1989 or early 1990.

All meetings of the panels will be held in Chicago at the National Council's office. All travel costs, including transportation, meals, and, if necessary, hotel accommodations will be paid by the National Council. In addition, all panel members will be paid an honorarium for their services.

The National Council would appreciate your consideration of the attached documents describing the desired qualifications of individuals to be appointed to each of the advisory panels and the submission of completed nomination forms for qualified individuals. These documents may be reproduced for use by you or any other colleagues that you might share them with.

All nomination forms should be returned to my attention no later than 18 September 1989. Prior to 1 September 1989, all responses should be sent to the letterhead address. After that date, the address will be: 676 St. Clair, Suite 500, Chicago, IL 60611. It is anticipated that the Board of Directors will make appointments to these panels in October 1989. If you need any additional information, please call me at (312) 787-6555.

Sincerely,

Carolyn J. Yocom, Ph.D., R.N.
Director of Research Services

#28
correspondence
received

NATIONAL COUNCIL OF STATE BOARDS OF NURSING

NURSE AIDE COMPETENCY EVALUATION PROGRAM
JOB ANALYSIS TECHNICAL ADVISORY PANEL

The Technical Advisory Panel will provide input with regard to the overall technical/methodological conduct of the job analysis study. Individuals with the educational and experiential background in research techniques applicable to the performance of the study are essential members of this group.

FUNCTIONS:

1. Provide input regarding methodology for data collection and analysis (e.g., sample selection, data collection methods, etc.);
2. Assist with pilot testing of data collection instrument drafts;
3. Review project progress and data analysis results;
4. Critique draft of final report and its conclusions.

COMPOSITION:

1. one individual with expertise in the performance of job analysis studies
2. three Registered Nurses
3. one member of this panel will also be one of the Registered Nurse members on the Content Steering Panel

CRITERIA FOR SELECTION OF NURSE PANEL MEMBERS:

1. Educational and experiential background in research techniques appropriate to the conduct of this study;
2. Knowledgeable regarding how to obtain access to nurse aides in health care settings;
3. Collectively, Panel members will be representative of all geographic areas of the National Council;
4. Collectively, Panel members will be knowledgeable of nurse aide practice in all three health care settings (acute care, nursing homes, home health).

Note: The ideal nurse member of this panel will be a nursing administrator (e.g., director, assistant director) of a nursing home, hospital, or an agency providing home health care, so that their knowledge of organizational structure and staff characteristics in the various settings can be used to facilitate pilot testing the data collection instrument and actual data collection.

APPLICATION FOR APPOINTMENT TO
JOB ANALYSIS TECHNICAL ADVISORY PANEL

NURSE AIDE COMPETENCY EVALUATION PROGRAM

DIRECTIONS: Please print or type all requested information.

PART I Personal Information and Work History

NAME: _____
first m.i. last

HOME ADDRESS: _____
street apt. #

city state zip

HOME PHONE: _____
(area code)

EMPLOYER: _____
(name of agency/institution)

TYPE OF AGENCY/INSTITUTION: ☐ HOSPITAL ☐ NURSING HOME
☐ HOME HEALTH CARE

WORK ADDRESS: _____
street

city state zip

WORK PHONE: _____
(area code) ext.

TOTAL NUMBER YEARS EMPLOYED IN THIS AGENCY/INSTITUTION: _____

CURRENT JOB TITLE: _____

YEARS EMPLOYED IN THIS POSITION: _____

ARE YOU AN RN? ☐ YES ☐ NO

#28
correspondence
received

2
DESCRIBE MAJOR DUTIES/RESPONSIBILITIES (e.g., supervision of other nursing personnel, provide direct care to residents/patients, etc.):

PART II Education History - List most recently completed program first and then the next most recently completed, etc.

Program Name	Major	Degree/ Certificate	Year
1.			
2.			
3.			
4.			
5.			

3
PART III Qualifications - Please write a brief statement describing why you want to participate in this project and the characteristics you possess that would contribute to its success (e.g., educational background, work experience, research experience, etc).

#28
correspondence
received

4

PART IV EMPLOYER STATEMENT - Please have your employer complete this section.

1. Provide a brief narrative statement describing the contributions you feel the individual named on this application could make to the project.
2. As the employer of the individual named on this application, I verify that s/he is an employee in good standing and that, if selected, would be released from work responsibilities to participate in panel meetings.

NAME: _____

TITLE: _____

SIGNATURE: _____

Return completed form to:

CAROLYN J. YOCOM, Ph.D., R.N.
DIRECTOR OF RESEARCH SERVICES
NATIONAL COUNCIL OF STATE BOARDS OF NURSING
625 N. MICHIGAN AVENUE, SUITE 1544
CHICAGO, ILLINOIS 60611

CJY
071283
C:\WP\NACBP\TAPAPP.TXT

NATIONAL COUNCIL OF STATE BOARDS OF NURSING

NURSE AIDE COMPETENCY EVALUATION PROGRAM JOB ANALYSIS CONTENT STEERING PANEL

The Content Steering Panel will provide input with regard to the development of an activity list and development of the data collection instrument for use in a job analysis study. Individuals with direct knowledge and understanding of the nature of the work performed by nurse aides in acute care, nursing home, and home health care settings and with knowledge of the characteristics of the nurse aide population are essential members of this group.

FUNCTIONS:

1. Review and critique list of nurse aide activities for accuracy and comprehensiveness.
2. Critique drafts of data collection instrument for appropriateness of use (e.g., reading level, clarity, etc.).
3. Provide suggestions regarding approaches to data collection.

COMPOSITION:

1. two Registered Nurses
2. two Licensed Practical/Vocational Nurses
3. three nurse aides

CRITERIA FOR SELECTION:

1. Licensed personnel are currently employed as first-line supervisors of nurse aides and have at least two years experience in this capacity;
2. Nurse aides are currently employed as nurse aides and have a minimum of two years experience;
3. One of the Registered Nurse members of this Panel will also be one of the Registered Nurse members of the Technical Advisory Panel;
4. Collectively, Panel members will be representative of all geographic areas of the National Council;
5. Collectively, Panel members will be knowledgeable of nurse aide practice in all three health care settings (acute care, nursing homes, home health).

#28
correspondence
received

APPLICATION FOR APPOINTMENT TO
JOB ANALYSIS CONTENT STEERING PANEL

NURSE AIDE COMPETENCY EVALUATION PROGRAM

DIRECTIONS: Please print or type all requested information.

PART I Personal Information and Work History

NAME: _____
first m.i. last

HOME ADDRESS: _____
street apt. #

city state zip

HOME PHONE: _____
(area code)

EMPLOYER: _____
(name of agency/institution)

TYPE OF AGENCY/INSTITUTION: ☐ HOSPITAL ☐ NURSING HOME
☐ HOME HEALTH CARE

WORK ADDRESS: _____
street

city state zip

WORK PHONE: _____
(area code) ext.

TOTAL NUMBER YEARS EMPLOYED IN THIS AGENCY/INSTITUTION: _____

CURRENT JOB TITLE: _____

YEARS EMPLOYED IN THIS POSITION: _____

ARE YOU AN (check one): ☐ AIDE ☐ LPN/VN ☐ RN

2
DESCRIBE MAJOR DUTIES/RESPONSIBILITIES (e.g., supervision of other nursing personnel, provide direct care to residents/patients, etc.):

PART II Education History - List most recently completed program first and then the next most recently completed, etc.

Program Name	Major	Degree/ Certificate	Year
1. _____			
2. _____			
3. _____			
4. _____			
5. _____			

#28
correspondence
received

3

PART III Qualifications - Please write a brief statement describing why you want to participate in this project and the characteristics you possess that would contribute to its success (e.g., educational background, work experience, research experience, etc).

4

PART IV Employer Statement - Please have your employer complete this section.

1. Provide a brief narrative statement describing the contributions you feel the individual named on this application could make to the project.

2. As the employer of the individual named on this application, I verify that s/he is an employee in good standing and that, if selected, would be released from work responsibilities to participate in panel meetings.

NAME: _____

TITLE: _____

SIGNATURE: _____

Return completed form to:

CAROLYN J. YOCOM, Ph.D., R.N.
DIRECTOR OF RESEARCH SERVICES
NATIONAL COUNCIL OF STATE BOARDS OF NURSING
625 N. MICHIGAN AVENUE, SUITE 1544
CHICAGO, ILLINOIS 60611

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